

**AGREEMENT BETWEEN
KING COUNTY
AND
KING COUNTY POLICE OFFICERS GUILD
REPRESENTING COMMISSIONED DEPUTIES AND SERGEANTS**

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1 **KING COUNTY POLICE OFFICERS GUILD**

2 **AND**

3 **KING COUNTY**

4
5 These articles constitute an agreement, terms of which have been negotiated in good faith,
6 between King County and the King County Police Officers Guild. This Agreement shall be subject
7 to approval by Ordinance by the County Council of King County Washington and to ratification in
8 accordance with the policy of the King County Police Officers Guild.

9
10 **ARTICLE 1: GUILD RECOGNITION AND MEMBERSHIP**

11 **Section 1. Recognition.** The County Council recognizes the signatory organization as
12 representing those employees certified by the Public Employment Relations Commission as being
13 within the bargaining unit. This contract shall govern the working conditions for bargaining unit
14 members while they are working for the King County Sheriff's Office. The parties recognize that the
15 Guild is the bargaining representative for all police work performed by bargaining unit members.

16 **Section 2. Guild Membership.** It shall be a condition of employment that all regular, full
17 time employees shall become members of the Guild and remain members in good standing or pay an
18 agency fee to the Guild for their representation to the extent permitted by law. It shall also be a
19 condition of employment that regular, full-time employees covered by this Agreement and hired on
20 or after its effective date shall, on the thirtieth day following such employment, become and remain
21 members in good standing in the Guild or pay an agency fee to the Guild for their representation to
22 the extent permitted by law.

23 Provided, that employees with a bona fide (as determined by the Public Employment
24 Relations Commission) religious objection to Guild membership and/or association shall not be
25 required to tender those dues or initiation fees to the Guild as a condition of employment. Such
26 employee shall pay an amount of money equivalent to regular Guild dues and initiation fees to a non-
27 religious charity mutually agreed upon between the public employee and the Guild. The employee
28 shall furnish written proof that payment to the agreed upon non-religious charity has been made. If

1 the employee and the Guild cannot agree on the non-religious charity, the Public Employment
2 Relations Commission shall approve the charitable organization. It shall be the obligation of the
3 employee requesting or claiming the religious exemption to show proof to the Guild that he/she is
4 eligible for such exemption. All initiation fees and dues paid to the charity shall be for non-political
5 purposes.

6 **Section 3. Dues and Deduction.** Upon receipt of written authorization individually signed by
7 a bargaining unit employee, the County shall deduct from the pay of such employee, the amount of
8 dues as certified by the secretary of the signatory organization and shall transmit the same to the
9 treasurer of the signatory organization within five (5) business days of collecting the same from
10 employees.

11 The signatory organization will indemnify, defend, and hold the County harmless against any
12 claims made and against any suit instituted against the County by third parties on account of any
13 check-off of dues for the signatory organization. The signatory organization agrees to refund to the
14 County any amounts paid to it in error on account of the check-off provision upon presentation of
15 proper evidence thereof.

16 **Section 4. Notification to New Employees.** The County will require all new employees, hired
17 in a position included in the bargaining unit, to sign a form, which will inform them of the Guild's
18 exclusive recognition.

19 **Section 5. List of Employees.** The County will transmit to the Guild a current listing of all
20 employees in the bargaining unit within thirty (30) days of request for same but not to exceed twice
21 per calendar year. Such list shall include the name of the employee, classification, department, date
22 of hire, date of rank and salary.

ARTICLE 2: MANAGEMENT'S RIGHTS

It is recognized that the Employer retains the right to manage the affairs of the County and to direct the work force. Such functions of the Employer include, but are not limited to: determine the mission, budget, organization, number of employees, and internal security practices of the King County Sheriff's Office; recruit, examine, evaluate, promote, train, and determine the time and methods of such action; discipline, suspend, demote, or dismiss employees for just cause; assign and direct the work force; develop and modify classification specifications; determine the method, materials, and tools to accomplish the work; designate duty stations and assign employees to those duty stations; establish reasonable work rules; assign the hours of work and take whatever actions may be necessary to carry out the Department's mission in case of emergency. In prescribing policies and procedures relating to personnel and practices, and to the conditions of employment, the Employer will comply with State law to negotiate over mandatory subjects of bargaining. However, the parties agree that the Employer retains the right to implement any changes to policies or practices, after discussion with the Guild, where those policies or practices do not concern mandatory subjects of bargaining.

All of the functions, rights, powers, and authority of the Employer not specifically abridged, delegated, or modified by this Agreement are recognized by the Guild as being retained by the Employer.

ARTICLE 3: HOLIDAYS

Section 1. Observed Holidays. The County shall observe the following as paid holidays:

<i>Commonly Called</i>	
First day of January	New Year's Day
Third Monday of January	Martin Luther King, Jr. Day
Third Monday of February	President's Day
Last Monday of May	Memorial Day
Fourth day of July	Independence Day
First Monday of September	Labor Day
Eleventh day of November	Veteran's Day
Fourth Thursday of November	Thanksgiving Day
Friday following the fourth Thursday in November	Day After Thanksgiving
25th day of December	Christmas Day

a) Personal Holidays. In addition to the above, each employee will have two (2) personal holidays. These holidays will be administered through the vacation plan. One day will be granted on the first of June; one on the first of November of each year except as provided in Article 9, Section 3.

Section 2. Holidays - Employees on a 5/2 Schedule. Employees working a traditional 5/2 schedule with Saturdays and Sundays as off days, that are normally not scheduled to work holidays, shall observe the Friday before as a paid holiday when the holiday falls on Saturday, and shall observe the Monday after as a paid holiday when the holiday falls on Sunday. Work performed on the day of observance shall be at one and one-half (1-1/2) times the regular rate of pay in addition to the holiday pay. Holiday pay shall be paid from 12:00 p.m. on the day the holiday is observed

1 through

2 11:59 p.m. of that same day (e.g. an employee going to work at 10:00 p.m. on December 24, who
3 works an eight (8) hour shift receives two hours at straight time and six hours at double time and one
4 half).

5 Employees working a non-traditional 5/2 schedule, that are normally scheduled to work
6 holidays (including those with Saturday and Sunday as off days), shall take their holidays on the
7 specific dates indicated in Section 1 above, provided that if they are required to work on the specific
8 holiday date, pay for such work will be at one and one-half times the regular rate in addition to the
9 holiday pay; provided further, that if a holiday falls on a furlough day, the employees will receive
10 eight (8) hours of pay at the straight time rate in addition to the employee's regular salary. Holiday
11 pay shall not be in the form of compensatory time off.

12 a) Holidays - Employees on a 5/2, 5/3 Schedule. An employee working a 5/2, 5/3
13 schedule who works on the specific holiday date as specified in Section 1, shall receive one half-hour
14 of additional compensation at the straight time rate for each hour worked on the specific holiday
15 exclusive of briefing time.

16 **Section 3. Eligibility for Holiday Pay.** An employee will be eligible for holiday pay unless
17 the employee is on a leave without pay status on the working day prior to and following a holiday,
18 provided however, that an employee who has at least five (5) years of County service and who retires
19 at the end of the month the last regularly scheduled working day of which is observed as a holiday,
20 shall be eligible for holiday pay if the employee is in a pay status the day before the day is observed
21 as a holiday.

ARTICLE 4: VACATIONS

Section 1. After six (6) months of continuous service in any pay status, regular, full-time employees shall accrue vacation benefits while in pay status, on an hourly basis, exclusive of overtime, so as to earn the appropriate vacation benefit as indicated in the following table:

<i>Full Years of Service</i>	<i>Annual Leave in Days</i>
Upon hire through end of Year 5	12
Upon beginning of Year 6	15
Upon beginning of Year 9	16
Upon beginning of Year 11	20
Upon beginning of Year 17	21
Upon beginning of Year 18	22
Upon beginning of Year 19	23
Upon beginning of Year 20	24
Upon beginning of Year 21	25
Upon beginning of Year 22	26
Upon beginning of Year 23	27
Upon beginning of Year 24	28
Upon beginning of Year 25	29
Upon beginning of Year 26 and beyond	30

Section 2. Probationary Employees. At the end of six (6) months of continuous employment with the Department in pay status, employees shall receive six (6) days of vacation credit. Probationary employees are not entitled to the use of vacation hours during the first six (6) months of employment. This section does not limit the right of employees to accrue or use vacation for a qualifying event under the Washington Family Care Act.

Section 3. Hourly Accrual. Employees with six (6) months of service shall accrue vacation benefits hourly. Part time regular employees shall accrue vacation leave in accordance with the

1 vacation leave schedule set forth in Section 1 of this Article, however such accrual rates shall be
2 prorated to reflect his/her normally scheduled work week.

3 **Section 4. Outside Employment.** No employee shall be permitted to work for compensation
4 for the County in any capacity during the time when the employee is on vacation, except that the
5 provisions of this section shall not apply to employees who, in their capacity as commissioned
6 deputies, provide security for King County Parks, King County Records, Elections and Licensing
7 Division and the King County Fair. Employees shall not work in any off-duty job while on
8 compensated family leave during his/her normal work hours.

9 **Section 5. Vacation Increments.** Vacation may be used in one-half hour increments at the
10 discretion of the Department Director or his/her appointed designee.

11 **Section 6. Vacation Usage.** An employee shall not be granted or paid for vacation benefits if
12 not previously accrued.

13 **Section 7. Payment Upon Death.** In cases of separation by death, payment of unused
14 vacation benefits shall be made to the employee's estate, or in applicable cases, as provided by RCW,
15 Title 11.

16 **Section 8. Forfeiture of Vacation.** The maximum total vacation accrual is sixty (60) days per
17 employee. All employees shall use or forfeit excess vacation accrual prior to December 31 of the
18 year in which the excess was accrued, provided that, employees may continue to accrue additional
19 vacation beyond the maximum herein, upon request and with department approval, if cyclical
20 workloads, work assignments or other reasons as may be in the best interests of the County prevent
21 the County from scheduling the vacation as not to create a forfeiture. Notwithstanding this section,
22 the parties recognize that LEOFF I employees maintain a legal right to continue to accrue vacation
23 during a period of temporary disability.

24 Employees who leave King County employment for any reason will be paid for their unused
25 vacation up to the maximum specified herein, except that employees who become disabled and retire
26 as a result thereof shall be paid for all unused vacation.

27 **Section 9. Vacation Scheduling - Seniority Basis.** Vacation that is requested prior to April 1,
28 shall be approved on the basis of Departmental seniority within each shift, squad or unit. Vacation

1 requests for four (4) or more consecutive days of vacation (excluding furlough days and holidays),
2 submitted prior to April 1, for vacation to be taken during the twelve (12) months subsequent to
3 May 1, shall be approved or denied by May 1, on a Department seniority basis within each shift,
4 squad or unit. Such approval shall not be unreasonably denied. Vacation requests submitted
5 subsequent to April 1 shall be granted dependent upon Department needs on a first come, first served
6 basis. Employees who are transferred involuntarily and who already had their vacation request
7 approved, will be allowed to retain that vacation period regardless of their seniority within the new
8 shift, squad, or unit to which they are transferred.

9 If the Employer cancels vacation once vacation has been approved and the affected employee
10 has incurred non-refundable or unusable expenses in planning for the same, the employee shall be
11 reimbursed by the County for those expenses. Any employee called back to duty once vacation has
12 begun shall be reimbursed for round trip transportation costs in returning to duty.

13 **Section 10. Vacation Payoff Upon Termination.** Vacation payoff upon termination from
14 employment for any reason shall be calculated by utilizing the employee's base wages as set forth in
15 Addendum "A" and shall also include educational, longevity and patrol longevity incentive pay but
16 shall not include any other premium pay as set forth in Article 7. The hourly rate shall be determined
17 by dividing the annual rate of pay by the number of work hours in that year. For example, there are
18 2088 hours of work in 1991 for those on a 40 hour per week schedule.

19 **Section 11. Leave Donations and Transfers.** Members of this bargaining unit shall be
20 allowed to transfer accrued vacation and/or sick leave in accordance with the King County Code
21 Sections 3.12.223-224.

ARTICLE 5: LEAVE BANKS - LEOFF I

Section 1. Establishment of SLLB. Effective January 1, 1984, LEOFF I employees discontinued the accrual of sick leave. Individual sick leave accounts in place as of December 31, 1983, were reduced by fifty (50) percent with the remaining fifty (50) percent being converted to a Special LEOFF I Leave Bank (hereinafter referred to as SLLB) for each employee. Illness or injury are covered by disability leave (RCW 41.26.120 - 150).

Section 2. SLLB Use.

a) The hours in the individual SLLB may be used as vacation. Additionally, upon filing an application for disability leave/retirement, SLLB hours may be used as the basis for continuing to receive an allowance equal to regular pay during the period of time between the initial date of illness or injury, and the date of final disposition made by either the local disability board or the State Retirement System. In the event that the application for disability leave/retirement is ultimately denied by the local disability board or the State Retirement System, SLLB hours equivalent to the cash value of the allowance paid while awaiting such ultimate disposition will be deducted from the SLLB balance then in effect.

b) If the local disability board denies disability benefits or retirement benefits, the King County Sheriff's Office will reinstate the employee on the day the decision of the LEOFF Board is received by the Department.

c) SLLB hours shall not be used as and shall not constitute a return to active service for purposes of increasing or renewing the amount of disability leave to the employee.

Section 3. SLLB Payoff. Upon death after at least five (5) years of continuous King County service, or separation in good standing (including service or disability retirement) after completion of twenty (20) years of continuous King County service, the existing balance of hours in the individual SLLB as of the date of such retirement or separation shall be paid pursuant to Article 4, Section 10, of this agreement to a maximum of fifty (50) days (400 hours).

Section 4. Family Care and Bereavement Leave.

a) **Bereavement Leave.** Regular, full time LEOFF I employees shall be entitled to three (3) days (24 hours) of bereavement leave for each death of a member of the employee's

1 immediate family. Employees may receive an additional two (2) days (16 hours) of bereavement
2 leave when round trip travel of 200 or more miles is required. In the event that King County adopts
3 an Ordinance which provides bereavement benefits which are more favorable than those contained in
4 this contract, the County will offer such new provisions to the Guild.

5 **b) Paid Family Care Leave.** LEOFF I Officers may receive up to six days of paid
6 leave per year to be used in lieu of sick leave for family care purposes. LEOFF I employees who
7 have exhausted their SLLB may receive up to ten (10) days of paid leave per year to be used in lieu
8 of sick leave for family care purposes. Written verification for family care leave may be requested by
9 management. This verification will include: 1) the nature and severity of illness or injury; and 2) the
10 relationship of the immediate family member. In addition, family care leave shall be approved for
11 any event qualifying under the Washington Family Care Act or other applicable laws. Up to one
12 day's leave may be authorized for an employee to be at the hospital on the day of the birth of his/her
13 child in addition to the six (6) days mentioned above and in addition to other leave laws that may
14 apply.

15 **c) Council Action.** If the County Council adopts an Ordinance which provides family
16 care leave benefits which are more beneficial to officers than currently exist in this labor agreement,
17 then such improved benefits shall be available to officers for their use.

18 **d) Immediate Family.** For purposes of Section 4(a) and (b) of this Article, immediate
19 family means persons related by blood or marriage to an employee as follows: grandparent, parent,
20 spouse, child including, legally adopted child, sibling, grandchild, and any persons for whose
21 financial or physical care the employee is principally responsible including domestic partners as
22 defined by King County Code Sections 3.12.010(S)-(T). This provision does not restrict an
23 employee's right to use paid leave for a qualifying event under any other applicable law including the
24 Washington Family Care Act.

25 **e) Unpaid Family Leave.** A qualified employee may take unpaid leave with health
26 benefits continuation to care for a family member pursuant to the provisions of the King County
27 Code, and the Federal Family and Medical Leave Act. For the purposes of the King County Code,
28 family member means the employee's spouse or domestic partner, the employee's child, a child of

1 the employee's spouse or domestic partner, parent of the employee, spouse or domestic partner, or an
2 individual who stands or stood in loco parentis to the employee, employee's spouse or domestic
3 partner.

4 **Section 5. Sick Leave Incentive.** In January of each calendar year, employee usage of Family
5 Care and disability leave will be reviewed. Regular, full-time LEOFF I employees who have used
6 sixteen (16) or less hours of these combined leaves in the preceding calendar year and who have been
7 continuously employed during that entire calendar year, shall be rewarded by having sixteen (16)
8 additional hours credited to their regular vacation account. Employees who have used more than
9 sixteen (16) but less than thirty-three (33) combined leave hours shall have eight (8) additional hours
10 credited to their regular vacation account. In calculating this benefit, disability leave used for on duty
11 injuries or occupational illness shall not be counted.

ARTICLE 6: SICK LEAVE - LEOFF II

Section 1. Monthly Accrual. Every LEOFF II employee in a regular full time position shall accrue sick leave benefits on an hourly basis, exclusive of overtime, at an hourly rate which would yield the employee ninety-six (96) hours per year if the employee remained in pay status for the entire year. An employee shall not accrue sick leave while not in pay status. The employee is not entitled to sick leave if not previously earned. Sick leave shall not begin to accrue until the first of the month following the month in which the employee commenced employment. If the County Council adopts an ordinance that provides for sick leave accrual to begin upon the first day of employment, the parties agree that such change shall be applied to bargaining unit members hired on or after the effective date of the change, as specified in the ordinance.

Section 2. Use of Sick Leave. Sick leave shall be paid on account of the employee's illness. Employees are eligible for payment on account of illness for the following reasons:

- a) Employee illness;
- b) Noncompensable injury of an employee (e.g., those injuries generally not eligible for worker's compensation payments);
- c) Employee disability due to pregnancy or childbirth;
- d) Employee exposure to contagious diseases and resulting quarantine;
- e) Employee keeping medical, dental or optical appointments;
- f) In accordance with the FMLA and relevant county, federal, and state law, including but not limited to the Washington Family Care Act.

Section 3. Loss of Monthly Accrual. Discipline resulting in suspension not exceeding ten (10) working days shall not serve to reduce sick leave credit.

Section 4. Use of Vacation in Lieu of Sick Leave. During the first six (6) months of full time service a regular employee may, at management's discretion, be advanced six (6) days (48 hours) of unearned vacation. In the event the employee voluntarily leaves County employment before the end of his/her first six months of service, the County may reduce the employee's final pay check for any previously advanced vacation. Any other eligible employee with accrued leave benefits may, with departmental approval, use accrued vacation, holiday, and other accrued paid leave as an essential

1 extension of used sick leave prior to going on an unpaid leave of absence.

2 **Section 5. Unpaid Medical Leave.** Employees who take unpaid leave for medical or family
3 purposes will not have their seniority date adjusted.

4 **Section 6. Sick Leave Increments.** Sick leave may be used in one-half hour increments at the
5 discretion of management.

6 **Section 7. No Maximum Accrual.** There shall be no limit to the hours of sick leave accrued
7 by an employee.

8 **Section 8. Doctor's Certificate.** Management is responsible for the proper administration of
9 this benefit. A doctor's certificate verifying illness or inability to perform work may be required of
10 an employee for any sick leave use when the County has cause to believe there has been an abuse of
11 sick leave. The County will make a reasonable effort to notify an employee prior to his/her return to
12 work that a doctor's certificate will be required. In addition, after an absence of three (3) or more
13 days, the County may require the employee to submit a doctor's certification for leaves that may
14 qualify as family or medical leave pursuant to Section 13 of this Article.

15 **Section 9. Sick Leave Upon Separation/Return to Service.** Separation from King County
16 employment, except by retirement or reason of temporary lay-off due to lack of work or funds, shall
17 cancel all sick leave currently accrued to the employee. Should the employee resign in good standing
18 and return to the County within two years, accrued sick leave shall be restored.

19 **Section 10. Denial of Sick Leave for Outside Employment.** Sick leave because of an
20 employee's physical incapacity will not be approved when the injury is directly traceable to
21 simultaneous employment other than with the County of King, unless performing his/her
22 responsibilities as a deputy.

23 **Section 11. Sick Leave Cashout Upon Retirement or Death.** King County will cashout thirty-
24 five (35) percent of an employee's unused, accumulated sick leave, if the employee has at least five
25 (5) years of service and also: (1) takes a regular retirement with full benefits as a result of length of
26 service or early retirement at age 50, with twenty (20) years of service, under the LEOFF 2
27 Retirement System; (2) terminates County service by death; or (3) terminates County service after
28 twenty-five (25) years of service for any reason. All payments shall be made in cash, based on the

1 employee's base rate as set forth in Addendum "A".

2 **Section 12. Sick Leave Incentive.** In January of each calendar year, employee sick leave,
3 family leave and disability leave usage will be reviewed. Regular, full-time employees who have
4 used sixteen (16) or less hours of personal or family care sick leave in the preceding calendar year
5 and who have been continuously employed during that entire calendar year, shall be rewarded by
6 having sixteen (16) additional hours credited to their regular vacation account. Employees who have
7 used more than sixteen but less than thirty-three (33) combined leave hours shall have eight (8)
8 additional hours credited to their regular vacation account. The additional vacation credits specified
9 herein shall not affect accrued sick leave amounts. In calculating this benefit, sick leave used for on-
10 duty injuries or occupational illness shall not be counted.

11 **Section 13. Maximum Pay Allowed.** LEOFF II employees injured on the job cannot
12 simultaneously collect sick leave and worker's compensation payments greater than net regular pay
13 of the employee.

14 **Section 14. Family Care, Death, and Extended Medical Leave.**

15 **a) Bereavement Leave.** Regular, full time LEOFF II employees shall be entitled to
16 three (3) days (24 hours) of bereavement leave for each death of a member of the employee's
17 immediate family. Regular, full time employees who have exhausted their bereavement leave, shall
18 be entitled to use sick leave in the amount of three (3) days (24 hours) for each instance when death
19 occurs to a member of the employee's immediate family. Employees may receive an additional two
20 (2) days (16 hours) of bereavement leave when round trip travel of 200 or more miles is required. In
21 the event that King County adopts an Ordinance which provides bereavement benefits which are
22 more favorable than those contained in this contract, the County will offer such new provisions to the
23 Guild. For the purposes of this section, immediate family is defined as persons related by blood or
24 marriage to an employee as follows: grandparents, parents, spouse, child, legally adopted child,
25 sibling, grandchild and any persons for whose financial or physical care the employee is principally
26 responsible, and the employee's domestic partner.

27 **b) Family Care Leave.** Employees may use sick leave for family care purposes in
28 accordance with King County Ordinance and State Law. Qualified employees may take an unpaid

1 leave of absence to care for a family member or in the event of the birth, adoption or placement by
2 foster care of child, pursuant to the provisions of the King County Code and the Federal Family and
3 Medical Leave Act. For the purposes of the King County Code, family member means the
4 employee's spouse or domestic partner, the employee's child, a child of the employee's spouse or
5 domestic partner, parent of the employee, spouse, or domestic partner, or any individual who stands
6 or stood in loco parentis to the employee, employee's spouse, or domestic partner.

7 c) Leave for Employee's Serious Health Condition. Upon exhaustion of sick and
8 vacation leave benefits, qualified employees may take an unpaid leave of absence due to their own
9 serious health condition pursuant to the provisions of the King County Code and the Federal Family
10 and Medical Leave Act.

11 For the purposes of the King County Leave, employees are eligible for up to a total of
12 eighteen (18) weeks of unpaid leave (for family care leave and employee's serious health condition)
13 with health benefit continuation during that period.

14 **Section 15. Special Sick Leave.** All newly hired LEOFF II Deputies shall be provided with
15 twenty-three (23) days special sick leave, which shall be used only to supplement the employee's
16 industrial insurance benefit should the employee be injured on the job during his or her first calendar
17 year on the job in accordance with the supplemental disability leave provisions of the state law. The
18 special sick leave shall not be used until three (3) days of regular sick leave have been used for each
19 incident of on-the-job injury. In the event there is no regular sick leave, the special sick leave shall
20 be immediately available for an on-the-job injury. During the second year of employment, and for all
21 succeeding years, all LEOFF II Deputies shall be provided with twenty-three (23) days special sick
22 leave which shall only be utilized in the circumstances as herein described. Special sick leave is non-
23 cumulative, but is renewable annually.

24 **Section 16. Special Worker's Compensation Supplement.** The County will provide a Special
25 Worker's Compensation Supplement to LEOFF II Deputies who are injured on the job, maintain
26 eligibility for Worker's Compensation and are unable to work (as determined by the County's Safety
27 and Claims Management Division) for a period exceeding six (6) consecutive months, but not to
28 exceed twelve (12) consecutive months; provided that the officer's condition is the result of an injury

1 occurring during the search, arrest or detention of any person/place, or during the attempt to search,
2 arrest or detain any person/place or occurring when an officer is involved in an emergency response
3 to a request for service.

4 The Special Worker's Compensation Supplement will provide for the difference between an
5 officer's base salary and any other compensation which the officer is receiving during the period of
6 injury-related absence. Other compensation shall include special sick leave, Worker's
7 Compensation, Social Security and/or unemployment compensation. The supplement shall be
8 limited to six (6) months during any consecutive twelve (12) -month period.

9 The Special Worker's Compensation Supplement shall be reduced by the amount of any State
10 legislatively mandated increase in benefits for LEOFF II Deputies which occur during the term of
11 this contract.

12 **Section 17. Working Transitional Duty.** LEOFF II Deputies, who are injured on the job and
13 are assigned to a transitional duty assignment, will not be required to use their personal sick leave to
14 attend medical, psychological or physical therapy appointments that are a result of the on the job
15 injury. Time away from work to attend such appointments shall be taken out of the employee's
16 Special Sick Leave using the same formula as if the employee had not returned to work.

ARTICLE 7: WAGE RATES

Section 1. Wages.

a) Wage rates for 2008 shall be as specified in Addendum "A." Addendum "A" - 2008 reflects an increase of five (5) percent over the rates paid on December 31, 2007. This increase is effective January 1, 2008.

b) Effective January 1, 2009, wage rates in effect on December 31, 2008 shall be increased by five (5) percent. Addendum "A" - 2009 reflects an increase of five (5) percent over the rates paid on December 31, 2008. This increase is effective January 1, 2009.

c) Effective January 1, 2010, wage rates in effect on December 31, 2009 shall be increased by five (5) percent. Addendum "A" - 2010 reflects an increase of five (5) percent over the rates paid on December 31, 2009. This increase is effective January 1, 2010.

d) Effective January 1, 2011, wage rates in effect on December 31, 2010 shall be increased by five (5) percent. Addendum "A" - 2011 reflects an increase of five (5) percent over the rates paid on December 31, 2010. This increase is effective January 1, 2011.

e) Effective January 1, 2012, wage rates in effect on December 31, 2011 shall be increased by five (5) percent. Addendum "A" - 2012 reflects an increase of five (5) percent over the rates paid on December 31, 2011. This increase is effective January 1, 2012.

Section 2. Flight Pay. Personnel assigned to flight duty on a full-time basis for at least one (1) full month shall be compensated an additional ten (10) percent of their base rate, Addendum "A" for each month while so assigned

Section 3. Bomb Disposal Squad. Qualified personnel assigned to the Bomb Disposal Squad on a full-time basis for at least one (1) full month shall be compensated an additional ten (10) percent of their base rate, Addendum "A" for each month while so assigned.

Section 4. Motorcycle Patrol. Employees assigned to Motorcycle Patrol for at least one (1) full month will receive an additional three (3) percent of their base rate, Addendum "A" for each month while so assigned.

Section 5. Plain Clothes Premium. Employees not required to wear a uniform for at least one (1) full month will receive an additional four (4) percent of their base rate, Addendum "A" for

each month while so assigned.

Section 6. Skin Divers. Employees assigned as Skin Divers continuously for at least one (1) full month will receive an additional ten (10) percent of their base rate, Addendum “A” for each month while so assigned.

Section 7. K-9 Unit. Qualified dog handlers assigned to the K-9 unit in the field for at least one (1) full month will receive additional ten (10) percent of their base rate, Addendum “A” for each month while so assigned for the proper caring, grooming, feeding and exercise of the animal assigned, while so assigned. Additionally, the first hour of the workday will be assigned for work at home with the animal. If the handler is unable to complete this work hour at the beginning of their shift they will go home an hour early (hour may be prorated). If workload does not permit the handler to take the hour at the beginning or end of their shift, they will submit for one hour of overtime (hour may be prorated). Each handler will also receive two (2) hours of overtime each month for miscellaneous K-9 chores. When submitting leave requests for full days, K-9 officers shall request eight (8) hours leave for each full day.

Section 8. Master Police Officer. Master Police Officers will be compensated at a rate which is five (5) percent above the top step of the Deputy pay, exclusive of the patrol premium set forth in Article 7, Section 9. Master Police Officers will collect MPO pay, Patrol Pay and FTO pay, when applicable, simultaneously.

Section 9. Patrol Pay. Uniformed employees with the rank of Deputy or Sergeant assigned to traffic, reactive and proactive patrol for at least one (1) full month will receive an additional one (1) percent of their base rate, Addendum “A” for each month while so assigned.

Section 10. TAC 30 Pay. Employees assigned to the TAC 30 team for at least one (1) full month will receive an additional ten (10) percent of their base rate, Addendum “A” for each month while so assigned.

Section 11. Hazardous Devises and Materials Team. Employees assigned to the Hazardous Devises and Materials Team for at least one (1) full month will receive an additional ten (10) percent of their base rate, Addendum “A” for each month while so assigned.

Section 12. Detective Pay. Employees assigned for at least one (1) full month as a Detective

1 will receive an additional six (6) percent of their base rate, Addendum "A" for each month while so
2 assigned. This section applies to detectives and sergeants assigned to a precinct or contract city
3 detective unit, all units within the Criminal Investigations Division, the Civil Process Unit, IIU and
4 any detective working in any other unit or position designated by the Department as a detective
5 position.

6 **Section 13. Contract City Chief.** Effective January 1, 2000, any sergeant assigned by the
7 Sheriff as a Chief in a contract city for at least one (1) full month, on either a full or part-time basis,
8 will receive an additional ten (10) percent of their base rate, Addendum "A" for each month while so
9 assigned. Employees so assigned serve at the discretion of the Sheriff.

10 **Section 14. Field Training Officer (FTO) Program.** For each day an FTO trains a recruit, the
11 FTO will receive as compensation either an hour of straight time pay or one hour of vacation time. A
12 request for FTO compensation must be submitted in the same manner as a request for overtime pay.
13 In each submittal for FTO compensation, the FTO must specify whether s/he wants to receive an
14 additional hour of straight time pay or an hour of vacation time. Sergeants who are assigned as the
15 Precinct Phase 2 FTO Sergeant on a full time basis will receive two and one half (2-1/2) percent
16 above Step 3 of the Sergeant's pay range while so assigned. When applicable, FTOs will collect
17 patrol pay simultaneously with FTO compensation. The parties will discuss in labor management
18 committee meetings issues of concern to either party and suggestions by either party for improvement
19 to the FTO Program. This section shall not be interpreted as a contract reopening provision.

20 **Section 15. Dual Certification Premium.** Employees assigned to the airport who have
21 successfully completed Phase III of the FTO program and have also become ARFF accredited will
22 receive an additional three (3) percent of their base rate, Addendum "A" for each month while so
23 assigned.

24 **Section 16. Fire Prevention Coordinator.** Employees assigned for at least one (1) full month
25 to this position will receive an additional ten (10) percent of their base rate, Addendum "A" for each
26 month while so assigned.

27 **Section 17. Airport Training Coordinator.** Employees assigned for at least one (1) full
28 month to this position will receive an additional ten (10) percent of their base rate, Addendum "A"

1 for each month while so assigned.

2 **Section 18. Premium Limit.** No employee shall receive more than one (1) of the premiums
3 set forth above at any given time except as expressly provided in this Article.

4 **Section 19. Patrol Longevity.** Eligible Employees assigned to patrol unit shall receive Patrol
5 Longevity as outlined in the attached Patrol Longevity schedule attached as Addendum A.
6 Employees who receive Patrol Longevity will not also receive Longevity.

7 **Section 20. Longevity.** Eligible employees shall receive Longevity as outlined in the
8 attached Longevity schedule attached as Addendum A. Employees who receive Longevity will not
9 also receive Patrol Longevity.

10 **Section 21. Education Incentive.** Eligible employees will receive education incentive as
11 outlined in Addendum "A".

12 **Section 22. Reinstatement.** Employees who leave service with the King County Sheriff's
13 Office and return to service within two (2) calendar years shall, upon reinstatement, be compensated
14 consistent with the Department's Lateral Hire Policy and Section 20, of this Article. All reinstated
15 employees will serve a one (1) -year probation period upon reinstatement.

16 **Section 23. Lateral Hires.** The Department may hire officers with prior law enforcement
17 experience at a rate not to exceed where the officer would be placed on the wage scale had all of
18 his/her prior experience been with King County.

19 **Section 24. Biweekly Payroll.** The County reserves the right to implement a biweekly
20 payroll any time during the term of this agreement provided that any payroll lag time is advanced by
21 the County and; provided further that any change shall not adversely affect employees within the
22 bargaining unit.

23 **Section 25.** Changes to Sections 2 through 12, Section 15 and Sections 19 through 21 in this
24 Article, as well as changes to the Salary Schedule for Sergeants outlined in the 2008 Addendum "A",
25 are effective October 1, 2008. Changes to Article 8 are effective March 7, 2008. Bargaining unit
26 members shall receive a one time lump sum of pay in lieu of retroactivity for all monies, other than
27 the across-the-board pay increases, of \$1,350 (pro rated for those hired in 2008), less applicable
28 employee withholdings.

Section 26. The parties will discuss in labor management committee meetings issues of concern to either party and suggestions by either party for improvement to Career Development. This section shall not be interpreted as a contract reopening provision.

1 **ARTICLE 8: OVERTIME**

2 **Section 1. Overtime Payable.** Except as otherwise provided in this Article or any
3 Memorandum of Understanding executed between the parties, employees shall be paid at the rate of
4 time and one-half at the employee's regular rate of pay, for all hours worked in excess of eight (8) in
5 one day, inclusive of lunch period, or forty (40) in one week.

6 a) **Authorization of Overtime.** All overtime shall be paid when an officer is required
7 or allowed to work. Saturday and Sunday work is not contractual overtime when it is a regularly
8 scheduled work day. All overtime shall be authorized by the Department Director or his designee in
9 advance.

10 b) **Off-Duty Telephone Calls.** Time worked shall include telephone calls during off
11 duty hours that are eight (8) minutes or more in length regarding Department business. Such
12 telephone calls shall be paid at the rate of one (1) hour at the overtime rate. Multiple calls within that
13 hour are covered by that one (1) hour overtime.

14 c) **Work Week/Work Day.** For the purpose of calculating contractual overtime
15 compensation, an employee's work week shall be defined as beginning with the first day of work
16 after a furlough day and continuing for a total of seven (7) consecutive days. Regularly assigned
17 furlough days count as furlough days even if worked. Also, the work day shall be defined as
18 beginning with the first hour of work and continuing for a total of twenty-four (24) consecutive
19 hours.

20 **Section 2. Compensatory Time.**

21 An employee may choose to receive compensatory time in lieu of overtime pay.
22 Compensatory time shall be equal to one and one-half times the hours worked. No employee shall be
23 allowed to accrue more than sixty (60) straight time hours (forty hours of work at time and one-half
24 will equal sixty straight time hours accrued) of compensatory time at any given time.

25 The parties agree to the following conditions on the use of compensatory time:

26 a) It is unduly disruptive to the operations of the King County Sheriff's Office for
27 employees to give less than seventy-two (72) hours written notice of their intent to use up to two (2)
28 days of compensatory time off and an additional day of notice for every consecutive compensatory

1 day off thereafter. This section shall be construed so that, for instance, the use of five (5) consecutive
2 days of compensatory time off will require that the employee give the Department a minimum of six
3 (6) days written notice of their intent to do so.

4 **b)** On the first payroll period of July of each year, the Department may cash out any
5 compensatory time still on the books for which an employee has not provided the written notice
6 required above.

7 **c)** The parties agree that it is unduly disruptive for employees to request the use of
8 compensatory time off on any recognized holiday as set forth in Article 3, Section 1 or on Saint
9 Patrick's Day, Cinco de Mayo, Halloween, Christmas Eve or New Year's Eve when the granting of
10 such time off would require the County to force another employee to come in to cover the shift.

11 **Section 3. Standby.**

12 An employee is assigned to "standby" when told to be able to respond to callout, and ready to
13 leave for work either in uniform or in business attire, within one (1) hour or less, but is not otherwise
14 restricted in the use of personal time.

15 The Employer and the Guild agree that the use of off-duty standby time shall be minimized
16 consistent with sound law enforcement practices and the maintenance of public safety. Off duty
17 standby assignments shall be for a fixed predetermined period of time. Employees formally placed
18 on off duty standby status for unusual occurrences shall be compensated on the basis, of 50 percent
19 of straight time pay. If the employee is actually called back to work, the off duty standby premium
20 shall cease at that time. Thereafter, normal overtime rules shall apply. Personnel assigned to County
21 vehicles shall not be deemed as being on standby status unless specifically assigned to standby status.

22 **Section 4. Callouts - Minimum Payments for Non-Court Related Callouts.**

23 "Callout" occurs when an officer is called back to work while off duty, except that voluntary
24 sign up for an overtime shift does not constitute a callout. Work performed off-duty, and which is
25 pre-authorized by the Department to be performed at home, will be compensated at the overtime rate
26 but will not constitute a callout. If an employee is called in early or is held over after their normal
27 shift and the employee is paid continuously for the entire period of time worked, it shall be deemed a
28 shift extension and not a callout. When an officer attends non-mandatory training within King

County, or an officer initiates an on view call for service, it does not constitute a call out.

A minimum of four (4) hours at the overtime rate shall be allowed for each callout. Where such overtime exceeds four (4) hours, the actual hours worked shall be allowed at the overtime rate.

Portal to Portal will be paid for non-court callouts. Except as provided in Section 11, the actual hours worked shall be computed from the time the officer leaves home until the time the officer returns home, such time to be computed using the most direct route available. The provisions of this section apply only when an officer is required to return to work during a time he/she is not normally scheduled to work. Portal to Portal time may commence prior to leaving home if the officer is required or allowed to perform related work (i.e., such as calls to other officers) at home before leaving. If required to report to or from a remote location (i.e., a location other than the regularly assigned work area, such as a precinct), any additional travel time beyond the deputy's normal commute time is compensable. See also Article 9, Section 9.

Section 5. "On Call" Duty.

Employees who are assigned to "on call" duty are required to restrict personal activities and carry a pager/cell phone for the purpose of 1) being ready to respond to call outs or 2) be the contact person for off duty telephone calls. Such assignments shall be for a weekend, which commences at 4:00 p.m., on Friday and continues until 8:00 a.m. Monday. Holiday weekends are those weekends when a Friday or Monday is a holiday, thus extending the weekend on call assignment by an additional twenty-four (24) hours (or by an additional forty-eight (48) hours over Thanksgiving weekend). The determination of who shall be assigned on call will be made by the Department. When operationally possible, the Department will make a good faith effort to rotate on call assignments. Moreover, the Department will not impose restrictions on personal activities (other than carrying a pager/cell phone) unless assigned on call. Employees' "on call" duty shall be paid at the rate of twelve (12) hours of straight time pay for each on call weekend assignment, or sixteen (16) hours of straight time pay shall be paid for an assigned holiday weekend. These hours are not hours of work for purposes of computing overtime.

Section 6. Court Callout - Minimum Overtime Payments for Court.

Court callout occurs when an officer is called back to work for court while off duty.

1 The following subsections depict the minimum compensation for court appearances, pretrial
2 hearings, or conferences (other than phone calls). Any additional time beyond the minimums will be
3 compensated at the overtime rate.

4 If, upon completion of the court session, an employee is called into work, said time shall be
5 considered overtime consistent with other provisions of this Article, separate and apart from the court
6 session minimum.

7 **a)** If the session starts less than two (2) hours before or after the shift, it will be
8 considered a shift extension for court. Officers will be compensated for the amount of time spent
9 before or after their shift.

10 **b)** If a session starts two (2) or more hours before or after the shift, compensation will
11 be for a minimum of four (4) hours at time and one-half for each session to a maximum of two (2)
12 four (4) hour minimums daily, provided that multiple sessions, in either a morning or an afternoon,
13 shall be considered as one (1) session.

14 **c)** Officers who are subpoenaed and scheduled by the court and who appear for court-
15 related hearings shall receive a minimum of four (4) hours overtime at the rate of time and one-half
16 their regular rate of pay; provided officers who appear for a morning session which is continued into
17 the afternoon will be compensated from the time of arrival through dismissal from that court.

18 **d)** Officers who are called in for court while on their vacation or on comp time shall
19 be placed on overtime pay status and compensated for a full day's pay. In addition, their vacation
20 accrual shall be credited with an additional vacation day or comp day. Provided that if the officer has
21 received a valid subpoena for a specific date prior to submitting a request for vacation or comp time
22 for that same date, he/she will not be entitled to the additional vacation day or comp day.

23 **e)** Court overtime outside nominal duty hours while on sick leave will be paid just as
24 court overtime would be paid on a normal duty day. If court appearance hours go into what would
25 have been the normal working hours, overtime will not be paid for the portion when the officer would
26 normally have been working. The officer will deduct overlapping time from the sick leave
27 submitted. This time will be paid as regular work time.

28 **f)** In addition to the provisions of subsections a through e above, officers subpoenaed

1 to court outside King County which requires travel and/or lodging during off-duty hours will be
2 compensated at the standby rate (fifty (50) percent of the normal hourly rate) for all time spent
3 outside the normal duty hours to a maximum of eight (8) hours for each twenty-four (24) hour
4 period.

5 **g) Portal to Portal for court callouts:** The actual hours of work shall be computed
6 from the time the officer leaves home until the officer returns home, such time computed using the
7 most direct route available. If a court appearance is during regular work hours (straight time hours)
8 or a shift extension, no Portal to Portal will be paid.

9 **h) Telephonic Testimony:** Telephone testimony in lieu of a live courtroom
10 appearance. When a deputy is required to testify in either a court or an administrative hearing and
11 he/she is allowed to provide testimony via telephone rather than by making a live physical
12 appearance, and if such testimony is taken during off duty hours, consistent with other provisions of
13 this Article, the deputy will be paid a two (2) hour minimum for such time. If time worked exceeds
14 two (2) hours, actual hours worked will be paid. If such testimony occurs immediately before or after
15 an employee's regular shift, this minimum shall not apply. If the employee does not have a phone
16 issued by the Department, the Department will provide a loaner/pool phone for purposes of the
17 telephonic testimony.

18 **Section 7. Notification of Court Duty.**

19 **a) *Superior Court.***

20 Officers who receive a subpoena for a court appearance in Superior Court or Juvenile Court
21 shall call the number on the subpoena for the paralegal or Deputy Prosecutor to confirm receipt of the
22 subpoena and to receive information about the actual court date notification. Officers who are
23 scheduled for such a court appearance on a furlough day or during off-duty time and who have been
24 notified and authorized by the Prosecutor that they need not be physically present at court, but must
25 remain on "standby" will be compensated at the standby rate of fifty (50) percent straight time pay
26 for all time they are required to remain on "standby". Officers who are on "standby" shall provide
27 the Prosecutor a phone number (which may include cellular phone or paging device) where they can
28 be reached and must ask the Prosecutor to provide a specific start and end time for the "standby". All

requests for standby pay under this section must include the name of the Prosecuting Attorney responsible for the case.

b) District Court.

Officers who are scheduled for court appearances in District Court will have their court appearances and/or standby status authorized and coordinated, subject to the following terms and conditions:

(1) If at 6:00 p.m. the day before court, a subpoena is still active, the officer will receive a minimum compensation of two (2) hours of straight time pay or four (4) hours straight time pay if the court time is on an officer's furlough day, regardless of whether the officer is required to appear in court.

c) Jury Trials.

Officers who receive a jury trial summons for a specified week shall notify (by calling during duty hours when possible) the appropriate District Court Prosecutor upon receipt and advise the Prosecutor of:

(1) Any dates or times the officer will be unavailable for trial during the week;

(2) The deputies' willingness to accept a plea bargain, and;

(3) Any additional information the prosecutor should know about the case.

A phone recorder is available in every district court office; officers are not required to make this call during their off-duty hours. Officers may notify the Prosecutor in writing or in person of the above information. Once the case has been given a specific trial date, the Deputy Prosecuting Attorney will fax the court appearance schedule to the precinct. The officer and the officer's supervisor will be informed of the specific trial date information. The trial information will also be on the phone recorder at the Prosecutor's office; officers may call this number directly during duty hours for trial information.

d) Bench Trials.

Officers shall call during duty hours, when possible, the appropriate district court messaging system at least one day before trial, and;

(1) Confirm the officer will attend court;

1 (2) The deputies' willingness to accept a plea bargain, and;

2 (3) Any additional information the Prosecutor should know about the case.

3 Deputies shall not appear for court if the Prosecutor's tape by 6:00 p.m. on the day before the
4 subpoena date informs the officer not to appear. Officers shall call the messaging system during duty
5 time when possible. Officers need to honor all subpoenas unless they are called off via the
6 prosecutor's tape or through the precinct.

7 **Section 8. Court Overtime for Lateral Hires.**

8 Lateral hires from within the state of Washington will be compensated for their court
9 appearances, in their prior jurisdiction, in accordance with this Article.

10 Lateral hires from outside the state of Washington will be allowed to attend court in their
11 prior jurisdiction, without loss of pay from King County. Without loss of pay means they may attend
12 court on work time or as if they were working their normal shift. No overtime will be paid for such
13 appearances.

14 Supervisors and officers shall work with the jurisdiction, whether in Washington State or
15 outside Washington State, issuing the subpoena, to ensure that the officer's travel and testimony are
16 handled in the most expeditious manner possible.

17 **Section 9. Court Overtime During Vacation.**

18 For vacations in excess of one week, furlough days which fall in the middle of a vacation
19 period or on the end of a scheduled vacation are considered vacation days for purposes of calculating
20 court overtime minimums.

21 **Section 10.** LEOFF I officers on disability leave more than thirty (30) calendar days may be
22 placed on a normal 5/2 workweek with weekends off for payroll purposes and will not receive
23 overtime for court appearances during normal business hours.

24 **Section 11. Portal to Portal Pay.** Whenever Portal to Portal pay is provided for in this
25 Article, the time shall be calculated based on the most direct route. In the event an officer lives more
26 than fifteen (15) miles from the King County line, compensable time shall begin/end when the officer
27 crosses the fifteen (15) mile threshold.

28 **Section 12. Extraditions.** Extraditions will be handled as follows:

1 a) There will be two deputies on an extradition.

2 b) Any extradition to the eastern time zone will be for three days.

3 c) If the extradition is expected to take fourteen (14) hours or less, it will be done in
4 one day. This calculation includes the time period from when the deputy arrives at the airport until
5 the deputy returns to the King County Jail/RJC. If it is expected that the time for the extradition will
6 be more than fourteen (14) hours, the extradition will be over two days, except that if the deputy will
7 not have twelve (12) hours of expected “downtime” at the out of town location the extradition will be
8 scheduled for three days.

9 d) On a one day extradition, the deputy will be paid from the time he/she arrives at
10 Sea-Tac Airport until dropping off the prisoner at the King County Jail/Regional Justice Center. On
11 a two or three day extradition, the deputy will be paid on the first day from the time he/she arrives at
12 Sea-Tac Airport until arriving at the hotel, and on the return travel day from the time the deputy
13 leaves the hotel until returning to the King County Jail/Regional Justice Center. On a three day
14 extradition, the non-travel day will be considered a workday.

15 e) The above rules will apply to outbound extraditions, except that pay shall begin
16 from the time the prisoner is picked up at the King County Jail/Regional Justice Center and end when
17 the deputy returns to Sea-Tac Airport.

18 f) Travel and lodging shall be handled consistent with the King County Code.

19 g) The determination of when the extradition shall occur shall be made by the
20 Department. Any request to extend the timing of the extradition for personal business shall be at the
21 discretion of the Department, and must not result in any additional cost to the Department.

22 **Section 13. 7-K Exemption.**

23 Except for any other provisions of this Article, the Guild grants to King County the right to
24 pay overtime pursuant to the provisions of 29 U.S.C. Section 207(k) and RCW 49.46.130(5). The
25 right to pay overtime under this section shall include, but not be limited to, those employees who
26 perform work for the Department of Natural Resources and Parks and the Department of
27 Transportation.
28

ARTICLE 9: HOURS OF WORK

Section 1. Work Schedules. The establishment of reasonable work schedules and starting times are vested solely within the purview of department management and may be changed from time to time provided a two (2) week prior notice of change is given, except in those circumstances over which the Department cannot exercise control. Provided, the required two week notification period shall not commence until the employee has received verbal or written notification of the proposed change.

Section 2. Alteration of Work Schedules. With management approval, work schedules may be altered and shift trades made, upon request of the employee. Under no circumstances will a shift trade result in the payment of contractual overtime.

Section 3. 5/2, 5/3 Schedules. Personnel assigned to work a 5/2, 5/3 schedule shall be required to report for fifty (50) minutes prior to the beginning of their shift on their first day back to work after their normal furlough days for roll-call. If an officer is absent on that first day back he/she will report to work fifty (50) minutes early on the next squad's roll-call day. If, because of an authorized absence, an officer is unable to attend his/her roll-call or a subsequent roll call during a given week, he/she will not be required to make it up during a subsequent week. When completing an absence request for vacation, sick leave, comp time, etc., all days will be considered eight (8) hour days, including the roll-call day. The fifty (50) minute roll-call period is compensated within the negotiated wages paid to employees working the 5/2-5/3 work schedule and employees shall not receive additional compensation or overtime for the roll-call period. Further, the 5/2, 5/3 schedule is considered to have holidays, as set forth in Article 3 of this Agreement, built into it by virtue of its providing additional time off for officers so assigned.

Section 4. Alternative Work Schedules. Nothing in this Agreement shall preclude employees from working an alternative work schedule. Alternative work schedules shall be negotiated by the signatory organization and must have Departmental and Human Resources Management Division of the Department of Executive Services approval. Denial of an alternative work schedule by the Department shall not be subject to the grievance procedure.

Section 5. Changing Work Schedules. Proposed changes in the work schedules (e.g. 5/2-5/3,

1 4/10) will be subject to collective bargaining between the parties. The parties will discuss in labor
2 management committee meetings issues of concern to either party and suggestions by either party for
3 improvement to work schedules. This section shall not be interpreted as a contract reopening
4 provision.

5 **Section 6. Training.** For employees not working flexible shifts, training shall be handled in
6 the following manner and shall be subject to the two (2) week notification requirements of Section 1:

7 a) The County can schedule training to start within four hours of the starting time of
8 the employee's shift (exclusive of fifty (50) minutes early reporting time for 5/2, 5/3 employees)
9 without incurring overtime liability. If the training commences more than four (4) hours outside the
10 starting time of the employee's shift, the employee shall receive time and one-half for all hours
11 worked during the training. In each case, the employee shall be relieved of duty with pay for their
12 normal work shift on the day of training; or

13 b) If training is scheduled to commence more than four (4) hours outside the starting
14 time of the employee's shift, the County can elect to relieve the employee with pay for their shift
15 prior to the training day. On the day of the training, the employee's work during training shall be
16 considered to be the employee's shift. The employee will only be entitled to overtime on the training
17 day if the training lasts longer than eight (8) hours.

18 c) The County shall endeavor to schedule training during the employee's regular
19 work shift.

20 d) All training lasting five (5) or more hours shall be paid for as provided in this
21 section. At the employer's option, training of less than five (5) hours duration may be paid as a
22 callout as provided by Article 8, Section 4 instead of in compliance with Sections a and b above.

23 **Section 7. Flexible Schedules.** It is recognized that certain employees within this bargaining
24 unit must flex their schedules in order to meet the demands of the job. New employees who are hired
25 into these specific positions will be advised as to the nature of their work and the necessity of
26 periodic flexing of their schedules. Employees will only be required to flex their schedules in order
27 to further the operation needs of the Department. The assignments which require flexible schedules
28 include: Narcotics/Vice Precinct Emphasis Team & Sergeant, Technical Services Training Officer,

1 Recruiting, FTO Coordinator, Storefront Officers, CIU, Anti-violence Team & Sergeants, Contract
2 City Executive/Liaison Sergeants, DARE, CCPU, Metro Proactive Team, Post BLEA Attendees,
3 Family and Youth Services Sergeant, School Resources Officer (SRO), the Civil Process Unit, and
4 any other assignments mutually agreed to by the Guild and the County. Employees who work in
5 these assignments shall be paid overtime only:

- 6 a) For hours worked in excess of eight (8) hours per shift;
- 7 b) For hours worked in excess of forty (40) hours per week; and
- 8 c) In cases of callbacks or off-duty court appearances.

9 Shifts may flex no more than four (4) hours from an employee's normal work shift. If a shift
10 flexes by more than four (4) hours, the employees shall receive overtime for all additional flexed
11 hours.

12 **Section 8. Shift Bidding and Transfer Practices.** Each precinct and contract city shall make a
13 minimum of sixty (60) percent of their reactive patrol positions on each shift available for shift
14 bidding, provided that the Sheriff may reassign such employees for legitimate operating needs or for
15 cause. Officers will bid for their preference in shifts annually and not later than November 30th each
16 year. Officers will then be assigned shifts based on seniority. Precincts choosing to rotate semi-
17 annually will complete shift bidding by May 31st and November 30th. When necessary to
18 accommodate legitimate Department needs, such as the FTO Program and contract assignments,
19 exceptions to this policy may be made.

20 Non-probationary officers shall have preference over probationary officers for filling patrol
21 vacancies, except when necessary to accommodate legitimate Department needs. Examples of
22 legitimate Department needs are to balance the number of recruits at the precincts and contract cities'
23 needs to advertise for and select officers.

24 The parties do have an interest in maintaining a uniform practice with respect to the
25 assignment of districts. To this end, the Chief of Operations and the President of the King County
26 Police Officers Guild shall meet to review current practice and to develop a uniform practice with
27 respect to the assignment of districts.

28 **Section 9. Portal to Portal.** If required to report to or from a remote location (i.e., a location

1 other than the regularly assigned work area, such as a precinct), any additional travel time beyond the
2 deputy's normal commute time is compensable. Whenever portal to portal pay is provided for in this
3 Article, the time shall be calculated based on the most direct route. In the event an officer lives more
4 than fifteen (15) miles from the King County line, compensable time shall begin/end when the officer
5 crosses the fifteen (15) mile threshold. Also see Article 8, Section 4.

ARTICLE 10: MEDICAL, DENTAL, AND LIFE INSURANCE PROGRAMS

Section 1. Health Plan. The Employer will provide existing medical, dental and life insurance plans for all regular employees and their eligible dependents as summarized in Addendum B (“Health Insurance”). Effective January 1, 2009, there will be two health plan options – one administered by Aetna and one administered by Group Health. Beginning in 2009, all bargaining unit members and their spouses/domestic partners are required to participate in the Deputy Sheriff Healthy Incentives program. Bargaining unit members and their covered family members will be “grandfathered” into the Gold out-of-pocket expense level of the health plan January 1, 2009, after a fall 2008 open enrollment process, consistent with other King County employees the first year of the King County Healthy Incentives program. However, all bargaining unit members and their covered spouses/domestic partners must complete the wellness assessment in 2009 in order to have the Silver out-of-pocket expenses level of health plan January 1, 2010, and only bargaining unit members and their covered spouses/domestic partners who complete both a wellness assessment and an individual action plan in accordance with the Deputy Sheriff Healthy Incentives program will be placed in the Gold out-of-pocket expense level health plan in 2010. In 2010, all members and their covered spouses/domestic partners must again participate in wellness assessment and individual action plans to earn either Silver or Gold out-of-pocket expense levels in 2011. This cycle will repeat annually until such time as the Deputy Sheriff Healthy Incentives plan is amended or terminated. Effective January 1, 2009, all bargaining unit members and their covered spouses/domestic partners must complete a wellness assessment by January 31 of each year in order to be covered on the health plan in the following year.

Section 1.A. It shall be a condition of continued employment that all regular employees shall complete a wellness assessment yearly as described above in Section 1. The failure of an employee to complete such assessment within the established timelines shall constitute a basis to discontinue employment. The failure of a spouse/domestic partner to complete such assessment within the established timelines shall result in the loss of King County medical insurance benefits for the year in question for the spouse/domestic partner, but shall have no impact on benefit coverage for the employee or dependent children covered by King County insurance.

1 **Section 2. Self Pay Retiree Benefit.** The Employer will offer to employees a self pay retiree
2 benefit option as an alternative to COBRA. This benefit will be essentially the same benefit and
3 carry the same rules, requirements, exclusions and restrictions, as the retiree benefit option for other
4 King County employees.

5 **Section 3. Joint Health Insurance Committee.** The parties will create a Joint
6 Labor/Management Health Insurance Committee with representatives from the Guild and King
7 County. The committee shall consist of four (4) members selected by the Guild and two (2) members
8 selected by King County. The committee will make decisions using a consensus approach rather
9 than a “majority rules” approach. The purpose and mission of such committee is to:

10 a) Gather and share information with respect to benefit related issues;

11 b) Consider and agree to changes in health insurance benefits (including but not
12 limited to medical, dental and vision plans) provided the committee cannot make changes that will
13 cost King County more than maintaining the current plan; and

14 c) Discuss (but not negotiate) other benefit related issues as agreed upon by the
15 parties, including but not limited to a VEBA or HSA plan.

16 d) The parties may mutually agree, in writing, to bargain changes to the current health
17 insurance plan. This includes but is not limited to the creation of a VEBA or HSA plan.

ARTICLE 11: MISCELLANEOUS

Section 1. Leave of Absence for Guild Business. An employee elected or appointed to office in the signatory organization which requires a part or all of his/her time shall be given leave of absence up to one (1) year without pay upon application.

Section 2. Auto Reimbursement. All employees who have been authorized to use their own transportation on County business shall be reimbursed at the current rate established by the King County Council.

Section 3. Appearances Before the Civil Service Commission, PERC or Labor Arbitrators. Employees who are directly involved with proceedings before the Civil Service Commission, PERC, or Labor Arbitrators may be allowed to attend without loss of pay.

Section 4. Guild Negotiating Committee. Employees who serve on the Guild Negotiating Committee shall be allowed time off from duty to attend negotiating meetings with the County provided that the compensated members of the Guild Negotiating Team shall be composed of six (6) members or less; and provided further, that prior approval is granted by the Sheriff.

Section 5. Guild Business. The Department Administration shall afford Guild representatives a reasonable amount of time while on duty status to consult with appropriate management officials and/or aggrieved employees, provided that the Guild representatives and/or aggrieved employees contact their immediate supervisors, indicate the general nature of the business to be conducted, and request necessary time without undue interference with assignment duties. With management approval, the President and Vice President of the Guild shall be allowed to flex their work schedules so as to perform the above duties on work time. Guild representatives shall guard against use of excessive time in handling such responsibilities.

Section 6. Loss or Damage of Personal Effects. Employees who suffer a loss or damage, in the line of duty, to personal property and/or clothing, will have same repaired or replaced at Department expense provided, however, that reimbursement for non-essential personal items (e.g. watch, ring, necklace, etc.) shall be limited to \$150 per incident. Nothing herein shall be construed so as to lessen the County's responsibilities under the Risk Management Ordinance for items not covered in this section.

1 **Section 7. Off-duty Employment.** Off-duty employment shall be in accord with the
2 Department Manual provided, however, the Department shall not require a “hold harmless”
3 agreement for such employment or liability insurance of the off-duty employer. Employees shall not
4 work in any off-duty job while on sick leave or compensated family leave during their normal work
5 hours.

6 **Section 8. Firearms Practice Ammunition.** The Department will make available, to each
7 officer on a monthly basis, one hundred (100) rounds of practice ammunition for their primary duty
8 weapon and either ten (10) rounds of shotgun ammunition (00 Buck/Slugs) or for officers who have
9 qualified, ten (10) rounds of ammunition for a Department approved rifle, provided that the officer
10 uses this ammunition at Department approved ranges under supervised conditions. The Department
11 will provide on-duty firearm practice time to a maximum of one (1) two (2) hour period every two (2)
12 months. The supervisor shall schedule such practice time once they receive a request from an
13 employee. Further, the Department agrees to take the necessary measures to insure that employees
14 on the graveyard shift can obtain the ammunition upon request. Each eligible employee shall be
15 allowed to draw a two (2) -month supply of rounds at a time, provided, however, that any
16 ammunition drawn by the employee shall be used by the employee.

17 **Section 9. Personnel File Review.** Employees shall have the right to examine and photocopy
18 their Department and precinct personnel file upon request during normal business hours.

19 **Section 10. Uniforms and Equipment.** All commissioned officers shall be furnished required
20 uniforms and equipment and shall be furnished all replacement items of uniforms and equipment on
21 an as-needed basis, in accordance with the General Orders Manual. Employees shall be furnished
22 new uniforms upon completion of the academy. The parties agree that occasionally, in meeting the
23 demands of a new assignment requiring different uniforms, employees may receive used clothing for
24 use on a temporary basis.

25 A committee shall be established during the first year of this Agreement to review
26 periodically the department issued uniforms, vehicles and equipment. Selection of this committee
27 shall be through agreement of the Sheriff and the Guild President, and the committee shall meet at
28 least once per year. The committee shall review the Sheriff’s Office uniforms, vehicles and

1 equipment and shall make recommendations to the Sheriff, who shall have final decision-making
2 authority on the department issued uniforms, vehicles and equipment.

3 **Section 11. Jury Duty.** An employee required by law to serve on jury duty shall continue to
4 receive salary and shall be relieved of regular duties and assigned to day shift for the period of time
5 so assigned to jury duty. The fees, exclusive of mileage, paid by the Court for jury duty shall be
6 forwarded to the Comptroller.

7 When an employee is notified to serve on jury duty, he/she will inform his/her immediate
8 supervisor as soon as possible, but not later than two (2) weeks in advance, regarding the dates of
9 absence from regular duties. The supervisor will ensure that the employee is relieved of regular
10 duties a minimum of twelve (12) hours prior to the time of reporting for jury duty.

11 When the total required assignment to jury duty has expired, the employee will return to
12 regular duties, provided: there must be a minimum of twelve (12) hours between the time the
13 employee is dismissed from jury duty and the time he/she must report for regular duties, provided an
14 officer shall not be required to report to his/her shift at the conclusion of the twelve (12) hour break if
15 there are less than four (4) hours remaining on the shift at the time of release or dismissal from jury
16 duty. In such case the officer shall report to duty at the time of release or dismissal.

17 **Section 12. Unsafe Vehicles.** Officers will not be required to drive unsafe vehicles.

18 **Section 13. Overtime Breakdown.** The County agrees to provide each work site with a
19 breakdown of overtime hours paid and comp time earned/used for each pay period. At any time the
20 County supplies a breakdown for each individual on his/her pay stub, the County may discontinue the
21 practice of providing breakdowns at each work site.

22 **Section 14. Map Books.** The County agrees to issue map books to all new hires and to all
23 deputies every three (3) years.

24 **Section 15. Labor Management Committee.** Bi-monthly labor management meetings will be
25 held with two representatives from the Guild, two representatives from the King County Sheriff's
26 Office, and a representative from King County Labor Relations. The King County Sheriff's Office
27 representative will be the King County Sheriff (or designee), and the Guild representative will be the
28 Guild President (or designee). These meetings may be more or less frequent, upon mutual

1 agreement. The meetings should be held at a location and date/time that is convenient for all parties.
2 The purpose of the meetings is to discuss in a collaborative manner department plans and goals, and
3 any issues of concern to one of the parties. The parties shall notify one another of agenda items two
4 days prior to the scheduled meeting. No agreement relating to any mandatory subject of bargaining
5 is binding unless reduced to writing.

6 **Section 16.** Proposed changes to King County Civil Service Rules shall be discussed in
7 Labor Management meetings.

1 **ARTICLE 12: GRIEVANCE PROCEDURE**

2 **Section 1. Definition.** Grievance - a dispute as to the interpretation or application of an
3 express term of this agreement.

4 **Section 2. Procedure.**

5 **Step 1 - Section Commander.** A grievance shall be presented in writing by the
6 aggrieved employee and his/her representative, including but not limited to the business
7 representative and/or shop steward if the employee wishes, within fourteen (14) calendar days of the
8 occurrence of such grievance, to the Section Commander for investigation, discussion, and written
9 reply. The Section Commander shall make his/her written decision available to the aggrieved
10 employee within twenty (20) working days. If the grievance is not resolved, it shall be advanced to
11 the next step in the grievance process within ten (10) working days.

12 **Step 2 - Sheriff.** If after thorough evaluation, the decision of the Section Commander
13 has not resolved the grievance to the satisfaction of the employee, the grievance may be presented to
14 the Sheriff. All letters, memoranda and other written materials previously submitted to the Section
15 Commander shall be made available for the review and consideration of the Sheriff. He/she may
16 interview the employee and/or his/her representative and receive any additional related evidence
17 which he/she may deem pertinent to the grievance. He/she shall make his/her written decision
18 available within twenty (20) working days. If the grievance is not resolved, it shall be advanced to
19 the next step in the grievance process within ten (10) working days.

20 **Step 3 - Human Resources Division of the Department of Executive Services.** If the
21 decision of the Sheriff has not resolved the grievance, the grievance may be presented to the Human
22 Resources Division of the Department of Executive Services, which shall render a decision on the
23 grievance within twenty (20) working days.

24 **Step 4 - Request for Arbitration.** Either the County or the Guild may request
25 arbitration within thirty (30) days of conclusion of Step 3, and must specify the exact question which
26 it wishes arbitrated. The parties shall then select a third disinterested party to serve as an arbitrator.
27 In the event that the parties are unable to agree upon an arbitrator, then the arbitrator shall be selected
28 from a panel of nine (9) arbitrators furnished by the American Arbitration Association or other

1 agreed upon service. The arbitrator will be selected from the list by both the County representative
2 and the Guild, each alternately striking a name from the list until one name remains. The arbitrator,
3 who shall conduct the arbitration in accordance with the Voluntary Rules for Labor Arbitration, shall
4 be asked to render a decision in accordance with those rules and the decision of the arbitrator shall be
5 final and binding on both parties.

6 The arbitrator shall have no power to change, alter, detract from or add to, the provisions of
7 this Agreement, but shall have the power only to apply and interpret the provisions of this Agreement
8 in reaching a decision.

9 The arbitrator's fee and expenses shall be borne equally by both parties. Each party shall bear
10 the cost of any non-employee witnesses appearing on that party's behalf.

11 No matter may be arbitrated which the County by law has no authority over, or has no
12 authority to change.

13 There shall be no strikes, cessation of work or lockout during such conferences or arbitration.

14 Time restrictions may be waived by consent of both parties.

15 **Section 3. Multiple Procedures.** If employees have access to multiple procedures for
16 adjudicating grievances, the selection by the employee of one procedure will preclude access to other
17 procedures: selection is to be made no later than at the conclusion of Step 2 of this grievance
18 procedure.

19 **Section 4. Procedures.** A grievance challenging a disciplinary transfer or written reprimand
20 may be appealed directly from Step 2 to Step 4 within thirty (30) days of the Step 2 decision. In
21 those instances where disciplinary action is based on reasonable evidence of the commission of a
22 crime or the proposed discipline involves suspension or termination of the employee, Step 3 of the
23 Grievance Procedure will be initiated immediately, and the Human Resources Division of the
24 Department of Executive Services shall render a decision within twenty (20) working days of the date
25 the employee is accused of the violation or is relieved of duty. Employees who have been relieved of
26 duty may request and shall have approved the utilization of accrued vacation comp time and/or
27 holiday hours.

28 **Section 5. Just Cause Standard.** No employee may be discharged, suspended without pay or

1 disciplined in any way except for just cause. The County will employ the concept of progressive
2 discipline.

3 **Section 6. Probationary Period.** All newly hired and promoted employees must serve a
4 probationary period. The probationary period for newly hired employees shall end one (1) year from
5 the date the employee completes the training academy and begins work in patrol. If the last day of
6 Post BLEA is January 11, the newly hired employee will complete probation at midnight on
7 January 11, of the following year, provided that the employee's probationary period has not been
8 extended as provided for below.

9 The probationary period upon promotion shall be one (1) year from the date of appointment.
10 The probationary period shall be extended for the number of work days equal to the number of work
11 days an employee was absent in excess of ten (10) work days during the probationary period;
12 provided that the taking of scheduled and approved vacation shall not be counted toward the ten (10)
13 day period for promotional probationers. The probationary period is an extension of the hiring
14 process; therefore, the provisions of this Article will not apply to employees if they are discharged
15 during their initial probationary period or are demoted during the promotional probationary period
16 for not meeting the requirements of the classification. Grievances brought by probationary
17 employees involving issues other than discharge or demotion may be processed in accordance with
18 this Article.

19 **Section 7. Parties to the Agreement.** In as much as this is an agreement between the County
20 and the Guild, only the Guild or the Employer may advance a grievance to arbitration.

21 **Section 8. Nondiscrimination.** Claims of unlawful discrimination shall not be processed in
22 accordance with the grievance procedure denominated herein, but must be pursued privately by
23 affected employees through the appropriate local, state, or federal agency, or court.

ARTICLE 13: BULLETIN BOARDS

The employer agrees to permit the Guild to post on County bulletin boards announcements of meetings, election of officers and any other Guild material.

ARTICLE 14: SAVINGS CLAUSE

Should any part hereof or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted legislation or by any decree of a court of competent jurisdiction, such invalidation of such part or portion of this Agreement shall not invalidate the remaining portions hereof; provided, however, upon such invalidation the parties agree to meet and negotiate such parts or provisions affected. The remaining parts or provisions shall remain in full force and effect.

1 **ARTICLE 15: WORK STOPPAGE AND EMPLOYER PROTECTIONS**

2 **Section 1. No Work Stoppages.** The employer and the signatory organization agree that the
3 public interest requires efficient and uninterrupted performance of all County services, and to this
4 end, pledge their best efforts to avoid or eliminate any conduct contrary to this objective.
5 Specifically, the signatory organization shall not cause or condone any work stoppage, including any
6 strike, slowdown, or refusal to perform any customarily assigned duties, sick leave absence which is
7 not bona fide, or other interference with County functions by employees under this Agreement and
8 should same occur, the signatory organization agrees to take appropriate steps to end such
9 interference. Any concerted action by any employees in any bargaining unit shall be deemed a work
10 stoppage if any of the above activities have occurred. Nothing herein shall operate to restrict the
11 Guild from engaging in any concerted activity not prohibited by RCW 41.56 et. seq.

12 **Section 2. Guild's Obligation.** Upon notification in writing by the County to the signatory
13 organization that any of its members are engaged in a work stoppage, the signatory organization shall
14 immediately, in writing, order such members to immediately cease engaging in such work stoppage
15 and provide the County with a copy of such order. In addition, if requested by the County, a
16 responsible official of the signatory organization shall publicly order such signatory organization
17 employees to cease engaging in such a work stoppage.

18 **Section 3. Penalties for Violation.** Any employee who commits any act prohibited in this
19 Article will be subject to the following action or penalties:

20 a) Discharge.

21 b) Suspension or other disciplinary action as may be applicable to such employee.

ARTICLE 16: WAIVER CLAUSE

The parties acknowledge that each has had the unlimited right within the law and the opportunity to make demands and proposals with respect to any matter deemed a proper subject for collective bargaining. The results of the exercise of that right and opportunity are set forth in this Agreement. Therefore, the County and the signatory organization, for the duration of this Agreement, each agree to waive the right to oblige the other party to bargain with respect to any subject or matter or specifically referred to or covered in this Agreement.

ARTICLE 17: REDUCTION-IN-FORCE

Employees laid off as a result of a reduction in force shall be laid off according to seniority within the Department and classification, with the employee with the least time being the first to go. In the event there are two (2) or more employees eligible for layoff within the Department with the same classification and seniority, the Department Director will determine the order of layoff based on employee performance.

Employees laid off in accordance with the provisions of this Article will be eligible for rehire into positions of the same classification in the inverse order of layoff.

“Airport Seniority” will be recognized in the attached Memorandum of Agreement regarding King County Sheriff’s Office Airport Police/Aircraft Rescue Firefighting Officers (Document Code: 290U1508).

1 **ARTICLE 18: TRANSFERS**

2 **Section 1. Requests for Transfer.** Employees may submit written requests for transfer or
3 reassignment to another division, shift, squad, or unit and such requests shall be given full
4 consideration by the Department.

5 **Section 2. Involuntary Transfers.** Nothing in this article will preclude transfers for legitimate
6 operational/administrative needs. When an employee is transferred or reassigned involuntarily and
7 such transfer or reassignment produces significant hardship on the employee or his/her family due to
8 excess travel time, expense, or other factors, the Department will give full consideration to these
9 factors and will not unreasonably refuse to implement alternative work location assignments.
10 Reasons for denial include, but are not limited to, legitimate Departmental man-power allocations.

11 **a) Disciplinary Transfers.** When a transfer is used as a disciplinary sanction, it shall
12 be subject to the grievance procedure and just cause provisions of Article 12.

13 **b) Performance.** Nothing in this Article will preclude transfers for substandard
14 performance after appropriate notice and opportunity to correct deficiencies. This includes transfers
15 out of specialty units and assignments whether or not such transfer results in the loss of premium pay.

16 **c) Contract City Chiefs.** Sergeants acting as Contract City Chiefs are assigned and
17 may be transferred at the discretion of the Sheriff.

ARTICLE 19: POLICE OFFICERS' BILL OF RIGHTS

In criminal matters, an employee shall be afforded those constitutional rights available to any citizen. In investigative matters relating to job performance, the following guidelines shall be followed:

Section 1. "Interrogation" as used herein shall mean any questioning by an agent of the County who is investigating conduct by the employee being interrogated which could result in suspension, demotion, or discharge.

Section 2. Before interrogation, the employee shall be informed of the nature of the matter in sufficient detail to reasonably apprise him of the matter. Nothing herein shall operate as a waiver of the Guild's right to request bargaining information.

Section 3. Any interrogation of an employee shall be at a reasonable hour, preferably when the employee is on duty, unless the exigencies of the investigation dictate otherwise.

Section 4. Any interrogation (which shall not violate the employee's constitutional rights) shall take place at the King County Sheriff's Office, except when impractical. The employee shall be advised of their right to representation and afforded an opportunity and facilities to contact and consult privately with an attorney of their own choosing and that person may be present during the interrogation, but may not participate in the interrogation except to counsel the employee. Additionally, an employee shall be advised of their right to and shall be allowed Guild representation to the extent allowed by law.

Section 5. The questioning shall not be overly long and the employee shall be entitled to such reasonable intermissions as he/she shall request for personal necessities, meals, telephone calls and rest periods.

Section 6. The employee shall not be subjected to any offensive language, nor shall he/she be threatened with dismissal, transfer or other disciplinary punishment as a guise to attempt to obtain his/her resignation nor shall he/she be intimidated in any other manner. No promises or rewards shall be made as an inducement to answer questions.

Section 7. The Employer shall not require any employee covered by this Agreement to take or be subjected to a lie detector test as a condition of continued employment. Nor shall polygraph

evidence of any kind be admissible in disciplinary proceedings except by stipulation of the parties.

Section 8. There shall be a Guild representative present as an ex officio observer on accident review boards and shooting review boards. The Employer will provide the Guild with copies of the findings of all review boards.

Section 9. Administrative Investigations must be completed within 180 days of the matter coming to the attention of the Sheriff's Office Command Staff/Captains. In the event the Sheriff believes an extension beyond 180 days is necessary, and the County establishes an appropriate burden that it has acted with due diligence and the investigation could not reasonably be completed due to factors beyond the control of the Sheriff's Office (for example, extended illness or other unavailability of a critical witness, such as the complainant or the officer being investigated, or necessary delays in the processing of forensic evidence by other agencies), the Sheriff must contact the Guild prior to the expiration of the 180 days seeking to extend the time period. Any request for extension based on the unavailability of witnesses shall include a showing that the witness is expected to become available in a reasonable period of time. A request for extension based upon the above criteria will not be unreasonably denied.

a. The 180 day period shall be suspended when a complaint involving alleged criminal conduct is being reviewed by a prosecuting authority or is being prosecuted at the local, state or federal level, or if the alleged conduct occurred in another jurisdiction and is being criminally investigated or prosecuted in that jurisdiction. In cases of an officer involved in a fatal incident, the 180 day period will commence when the completed criminal file is provided to the Prosecuting Attorney, and will only be tolled in the event criminal charges are filed.

(1) In the event an outside agency conducts a criminal investigation of a matter within the jurisdiction of the County, and the Sheriff's Office receives the completed criminal file with less than sixty (60) days remaining for the administrative investigation, the Sheriff's Office will have up to an additional sixty (60) days to complete its administrative investigation. However, in no event shall the investigation last more than 240 days.

(2) Compliance with this provision is required if findings are to be entered or discipline is to be imposed. Issuance of a Loudermill notice of intent to discipline will constitute

1 conclusion of the administrative investigation for purposes of this section.

2 **(3)** Nothing in this article prohibits the County from disciplining (provided
3 just cause exists) an officer convicted of a crime.

1 **ARTICLE 20: PERFORMANCE EVALUATIONS**

2 **Section 1.** An annual performance appraisal shall be conducted by the employee's immediate
3 supervisor.

4 **Section 2.** The employee's immediate supervisor shall meet with the employee for the
5 purpose of presenting feedback about job performance. Performance appraisals shall not include
6 references to acts of alleged misconduct that were investigated and unfounded, exonerated or not
7 sustained, or sustained and reversed on appeal. The employee shall be given an opportunity to
8 provide written comments on the final appraisal including, but not limited to, agreement or
9 disagreement with the information presented. The employee shall sign the appraisal to acknowledge
10 receipt. Signing the appraisal shall not infer agreement with the review.

11 **Section 3.** If an employee wishes to challenge an appraisal, the following steps shall be taken
12 in the following order:

13 **STEP 1**

14 Within fifteen (15) days of receiving the appraisal, the employee may request a meeting with
15 his/her supervisor to address and challenge the appraisal. This meeting shall be scheduled within 10
16 days. After the employee has provided the information associated with the challenge, the supervisor
17 shall advise the employee as part of the meeting of his/her determination to either modify the
18 appraisal or preserve it as written. The supervisor shall document the discussion with the employee.
19 If the employee is not satisfied with the supervisor's response, he/she may appeal to Step 2.

20 **STEP 2**

21 Within fifteen (15) days following the meeting with his/her supervisor, the employee may
22 request a meeting with the supervisor's commanding officer (or civilian equivalent) to address and
23 challenge the appraisal. This meeting shall be scheduled within 10 days. After the employee has
24 provided the information associated with the challenge, the commanding officer shall advise the
25 employee as part of the meeting of his/her determination to either modify the appraisal or preserve it
26 as written. The commanding officer shall document the discussion with the employee. If the
27 employee is not satisfied with the commanding officer's response, he/she may appeal to Step 3 only
28 if the employee alleges: (1) factual inaccuracy in the appraisal, including references to acts of

misconduct that were investigated and unfounded, exonerated or not sustained, or sustained and reversed on appeal; and/ or (2) lack of prior notice of the conduct that the supervisor has identified as part of the performance appraisal.

STEP 3

Within fifteen (15) days following the meeting with his/her commanding officer the employee may request, through the Director of Human Resources, a hearing before the Performance Appraisal System (PAS) Review Board to address concerns of factual inaccuracy and/or lack of prior notice. The request must be submitted in writing and cite specific facts supporting the employee's allegation(s). The Director of Human Resources will review the employee's request to determine if the criteria for an appeal have been met within 10 days. This determination shall be appealable to the PAS Review Board as a preliminary matter.

The appeal shall be considered by the PAS Review Board within 60 days. The PAS Review board shall consist of a total of six (6) members, three (3) selected by the Guild and three (3) selected by the Department. Each Board member must agree to spend a minimum of at least one-year on the Board. Any Board member who has been actively involved in conducting a performance appraisal of an employee appealing to the Board shall recuse him or herself from hearing the appeal of that employee.

The employee shall be solely responsible for presenting his/her perspective of the appraisal to the Board. The supervisor or commanding officer responsible for evaluating the employee shall be solely responsible for presenting his/her perspective of the appraisal to the Board.

The Board shall review the relevant evidence and vote to determine to either modify the appraisal or preserve it as written in accordance with the following procedures:

1. Each member of the Board must agree that his or her vote, and the votes of others, shall remain confidential. Unauthorized disclosure of such information shall be just cause for removal from the Board.

2. At the conclusion of the hearing, the Board shall initially seek to reach a consensus resolution. In the event no consensus can be reached, all six (6) members of the Board shall anonymously cast their vote by placing their ballot in a box.

1 3. A member of the Board shall blindly remove and eliminate one ballot from the box. Only
2 the five (5) remaining ballots shall be considered in determining the outcome of the hearing.

3 The decision of the Board shall be final and not subject to the grievance process or appeal to
4 the Civil Service Commission. Together with the decision, the Board may provide recommendations
5 to the employee on how he/she can improve on weaknesses that are identified. The Board may also
6 provide recommendations to the employee's chain of command on how to assist the immediate
7 supervisor and employee in addressing any performance related or work relationship concerns.

8 **Section 4.** The Department may use performance appraisals (absent any record of early
9 interventions), along with other relevant information, in determining the appropriateness of
10 promotions and transfers, and as notice for the purpose of disciplinary actions. Employees may not
11 appeal a performance appraisal used in making such determinations unless they do so within the
12 timelines provided by Step 3 above, provided that employees may contest the use of portions of a
13 performance evaluation if they are admitted in a disciplinary proceeding and if those challenged
14 portions of the performance appraisal are not appealable pursuant to Section 3 above.

1 **ARTICLE 21: EARLY INTERVENTION SYSTEMS**

2 **Section 1.** The County shall implement an Early Intervention System. The Early
3 Intervention System will be designed as an integral component of the Department's performance
4 appraisal process. Any documentation of the application of the Early Intervention System to any
5 member of the bargaining unit will not be recorded in any manner in that employee's performance
6 appraisal forms. The parties recognize that, because Early Intervention is integrally related to the
7 performance review process, any documentation involving an officer's identification for or
8 participation in the program will be confidential and not subject to public disclosure. In the event it
9 is ever determined that such documentation must be produced pursuant to the Public Disclosure Act,
10 the KCSO will immediately cease operation of the Early Intervention System, and destroy all early
11 intervention records that are not embraced within a current court case, and the parties will meet to
12 determine whether and how to revise the program consistent with the intent of this section.

13 **Section 2.** The Early Intervention System will be a data-based management tool designed to
14 identify employees whose performance exhibits potential problems. In response to identified issues,
15 the County shall provide interventions (usually counseling or training) to correct those concerns. The
16 Early Intervention System is only intended to identify performance problems that do not warrant
17 disciplinary action but suggest that an employee may be having problems dealing with workplace
18 issues. No permanent records concerning the data processing operation of the Early Intervention
19 System (including Supervisory responses) will be kept for more than 90 days.

20 **Section 3.** The Early Intervention System shall be completely separate from the disciplinary
21 system. Neither IIU nor the King County Office of Law Enforcement Oversight (KCOLEO) shall
22 have access to early intervention records of any kind. An intervention is not discipline. It will be
23 designed to help employees improve performance through counseling, training or coaching. No
24 record of participation in an Early Intervention Program will be placed in the employee's personnel
25 file or admitted by the County in any disciplinary proceeding for any purpose, unless the issue is
26 initially raised by the Guild.

27 **Section 4.** An employee may have access to a read only version of the data related to that
28 employee. These data or indicators are usually already collected in other databases in the agency.

1 The KCPOG will be provided thirty (30) days advance notification when the KCSO has selected the
2 list of indicators to be used by the KCSO, or in the event the KCSO modifies the list of factors. The
3 KCSO will meet to discuss the indicators with the Guild upon request and discharge its obligation to
4 bargain, if any, that the law requires.

1 **ARTICLE 22: CIVILIAN REVIEW**

2 The King County Office of Law Enforcement Oversight (KCOLEO) will provide a
3 professional presence to help ensure a quality investigation in real time, and visible, independent
4 oversight to reassure the public.

5 **Section 1.** The KCOLEO will actively monitor all Sheriff's Office internal investigations.

6 **Section 2.** The KCOLEO may receive complaints from any complaining party, including,
7 without limitation, citizens or employees of the Sheriff's Office. The KCOLEO will forward all
8 complaints to the Internal Investigations Unit (IIU) within three business days for processing and,
9 when appropriate, investigation. The KCOLEO will not conduct independent disciplinary
10 investigations, but may participate in interviews as provided herein.

11 **Section 3.** In addition to complaints received by the KCOLEO, IIU will provide copies of all
12 other complaints to the KCOLEO within three business days. Once the case is closed, the KCOLEO
13 will return all case file materials and any other records to IIU for retention, including copies. The
14 KCOLEO will have subsequent access to closed cases for up to two years solely for reporting
15 purpose, unless there is a legitimate business necessity to review older files.

16 **Section 4.** The KCOLEO will have the opportunity to make a recommendation for mediation
17 to the Sheriff, prior to investigation. In the event the Sheriff's Office, the complainant and the officer
18 all agree to mediation, that process will be utilized rather than sending the matter on for investigation.
19 Assuming the officer participates in good faith during the mediation process, the officer will not be
20 subject to discipline and the complaint will be administratively dismissed. Good faith means that the
21 officer listens and considers the issues raised by the complainant, and acts and responds
22 appropriately. Agreement with either the complainant or the mediator is not a requirement of good
23 faith. In the event an agreement to mediate is reached and the complainant thereafter refuses to
24 participate, the officer will be considered to have participated in good faith. Moreover, any records
25 related to mediation (other than a mediation settlement agreement) shall not be admissible in any
26 proceeding except to enforce this section.

27 **Section 5.** Once any complaint is received by the IIU, it shall be submitted to the chain of
28 command for review pursuant to the King County General Orders Manual Policy. When either the

1 Sheriff or her/his designee determines that the allegations warrant investigation, such investigation
2 shall be approved, and IIU will initiate the investigative process.

3 **Section 6.** IIU will notify the KCOLEO of all administrative interviews on all complaints of
4 a serious matter (complaints that could lead to suspension, demotion or discharge) and all complaints
5 originating at the KCOLEO. A single KCOLEO representative from the KCOLEO may attend and
6 observe interviews, and will be given the opportunity to ask questions that are within the scope of
7 permissible investigative questioning after the completion of questioning by the Sheriff's Office.
8 The KCOLEO will not participate in criminal investigations of Sheriff's Office employees in any
9 way, and will not be notified of any part of the criminal investigation until the criminal investigation
10 is concluded. At that point, the file shall be provided to the KCOLEO.

11 **Section 7.** Upon completion of internal investigations, IIU will forward a complete copy of
12 the case file to the KCOLEO for review. The KCOLEO will determine, in writing, whether the
13 investigation was thorough and objective in the opinion of the Director of the KCOLEO.

14 **Section 8.** As a part of the review process, the Director of the KCOLEO may believe that
15 additional investigation is needed on issues he/she deems material to the outcome. If there is any
16 dispute between the assigned investigator(s) and the KCOLEO regarding the necessity, practicality or
17 materiality of the requested additional investigation, the IIU Commander will determine whether
18 additional investigation will be undertaken. If the KCOLEO is not satisfied with the determination of
19 the IIU Commander, the matter will be submitted to the King County Sheriff, for review. If the
20 Director of the KCOLEO is not satisfied with the determination of the Sheriff, the matter will be
21 resolved by the King County Executive, who's decision will be final. Once the matter has been
22 referred to and resolved by the Executive, the investigation will be completed consistent with the
23 determination by the Executive. After completion of the additional investigation, or the conclusion
24 that no further investigation will be undertaken, the KCOLEO will then certify whether or not, in the
25 opinion of the Director of the KCOLEO, the internal investigation was thorough and objective. This
26 determination will be made within five (5) business days. Once the above finding is entered in the
27 investigation, the KCOLEO will not be involved further in the processing of that case except as
28 provided herein.

Section 9. All final disciplinary decisions will be made by the Sheriff.

Section 10. The KCOLEO will be provided a copy of any letter or other notification to an officer informing them of actual discipline imposed as a result of an internal affairs investigation or the Notice of Finding in the event that the complaint is not sustained.

Section 11. The KCOLEO will be notified by IIU within five (5) business days of case closure of all complaints of a Serious Matter and all complaints originally filed with the KCOLEO. The KCOLEO, in addition to the Sheriff's Office's written Notice of Finding letter to the complainant, may send a closing letter to the complainant. The letter may summarize the case findings within the context of this Article.

Section 12. Any complaining party who is not satisfied with the findings of the Sheriff's Office concerning their complaint may contact the KCOLEO to discuss the matter further. However, unless persuasive and probative new information is provided, the investigation will remain closed. In accordance with established arbitral case law, employees may not be subject to discipline twice for the same incident. In the event the investigation is re-opened and discipline imposed, the appropriate burden of establishing compliance with this section rests with the County in any subsequent challenge to the discipline. Moreover, this section is subject to the 180 day limitation contained in Article 19.9 of this Agreement

Section 13. In addition to the investigative process, the KCOLEO will have unimpeded access to all complaint and investigative files for auditing and reporting purposes. The KCOLEO shall not retain investigative files beyond one year and will return the same to IIU for safekeeping. At all times and including, without limitation, issuing written reports, no employee of the KCOLEO will release the name(s) of employees or other individuals involved in incidents or investigations nor any other personally identifying information. The KCOLEO may make statistical observations regarding the disciplinary results of sustained internal investigations, but shall not take issue with discipline imposed by the Sheriff in specific cases.

Section 14. The KCOLEO may recommend policies and procedures for the review and/or audit of the complaint resolution process, and review and recommend changes in Sheriff's Office policies to improve the quality of police investigations and practices. Nothing herein shall be

1 construed as a waiver of the Guild's right to require the County to engage in collective bargaining as
2 authorized by law.

3 **Section 15.** A committee of five (5) members (Committee) will be formed that will
4 recommend three (3) candidates for the KCOLEO position to the Executive (one of which must be
5 selected). The Committee shall be composed of one member appointed by the King County Police
6 Officers' Guild; one member appointed by the Puget Sound Police Manager's Association (Captains
7 bargaining unit); one member appointed by the Chair of the County Council; and one member
8 appointed by the County Executive. The fifth member shall be appointed by the other four (4)
9 members.

10 **Section 16.** In addition to whatever job requirements may be established by the County, one
11 of the minimum job requirements for the KCOLEO will be to have a history that includes the
12 establishment of a reputation for even-handedness and fairness in dealing with both complainants and
13 regulated parties. The Committee will be responsible for ensuring that the three candidates
14 forwarded to the Executive possess the required minimum job requirements. The County agrees that
15 compliance with the provisions of this agreement will be a condition of employment for all
16 employees of the KCOLEO.

17 **Section 17.** In the event the Guild believes a candidate recommended by the Committee for
18 Director of the KCOLEO does not meet the minimum job requirement established in Section 16
19 above, the Guild must within seven (7) business days of the recommendation present information to
20 the County Executive about their concern. If that person is ultimately selected by the County
21 Executive, the Guild may file a grievance within five (5) days of the appointment and an expedited
22 arbitration process will be utilized to resolve the matter. The Arbitrator will conduct an arbitration
23 within twenty one (21) days, and issue a bench decision either confirming or rejecting the
24 Executive's appointment. The decision will be final and binding upon the parties. Upon the filing of
25 a grievance, any appointment shall be held in abeyance pending completion of the arbitration.

26 **Section 18.** Upon implementation of the procedure outlined herein, the County agrees to
27 repeal the existing Oversight ordinance within 60 days. The sections of the existing Ordinance that
28 do not involve a mandatory subject of bargaining or otherwise conflict with this Agreement, and thus

may be included in the new Ordinance, are the Sections 1, 2 (except delete 2b), 4 (and adding the criteria agreed to herein) 10 and 11. The determination as to the size of the KCOLEO will be made by the County.

1 **ARTICLE 23: DURATION**

2 This contract shall remain in full force and effect, unless otherwise stated in Article 7,
3 Section 25, from January 1, 2008 through December 31, 2012.

4
5 **APPROVED** this _____ day of _____, 2008.

6
7
8
9 By: _____

10 King County Executive

11
12
13
14
15 SIGNATORY ORGANIZATION:

16
17 _____
18 Steve Eggert
19 President
20 King County Police Officers Guild
21
22
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25
26
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28

2008 ADDENDUM "A"

Section 1. Wage Rates:

Effective January 1, 2008, Wage rates shall be in accordance with the following schedules, except where later retroactive dates are specified in Article 7 Section 25.

Salary Schedule for Deputies 5.0% Increase over 2007 rates				
	Annual	Monthly	Semi-Monthly	Hourly
Step 1 – Start	\$49,778.40	\$4,148.20	\$2,074.10	\$23.7493
Step 2 – 12 months	\$55,785.60	\$4,648.80	\$2,324.40	\$26.6153
Step 3 – 24 months	\$60,742.56	\$5,061.88	\$2,530.94	\$28.9802
Step 4 – 36 months	\$63,549.84	\$5,295.82	\$2,647.91	\$30.3196
Step 5 – 48 months	\$66,236.88	\$5,519.74	\$2,759.87	\$31.6016
Step 6 – 60 months	\$69,700.32	\$5,808.36	\$2,904.18	\$33.2540

Salary Schedule for Sergeants 5.0% Increase over 2007 rates				
	Annual	Monthly	Semi-Monthly	Hourly
Start	\$77,343.84	\$6,445.32	\$3,222.66	\$36.9007
6 months	\$80,769.36	\$6,730.78	\$3,365.39	\$38.5350
18 months	\$84,207.60	\$7,017.30	\$3,508.65	\$40.1754

a) All step increases are based upon satisfactory performance during previous service.

b) Satisfactory performance shall mean an overall rating of "Meets Standards" or above on the employee Work Performance Review Report.

c) If the performance of the employee is rated "Unsatisfactory" or "Improvement Needed" on any factor or overall rating, specific facts on which the rating is based must be provided; such facts

shall include time, place, and frequency of unacceptable performance.

d) The employee, if denied a step increase, shall be placed on either monthly or quarterly evaluations and at such time that the employee's performance becomes "Satisfactory" as defined supra, the employee shall receive the previously denied step increase the first of the month following attaining a "Satisfactory" evaluation. The date on which an employee would be entitled to future step increase will not be affected by the above action.

Section 2. Longevity Pay:

Section 2.A. Not Assigned to Patrol

Employees covered by this Agreement that are not assigned to Patrol shall receive longevity pay in accordance with the following schedule:

	Minimum Years of King County Law Enforcement Service									
	5	6	7	8	9	10	11	12	13	14
Longevity %	1	2	3	4	5	6	7	8	9	10

NOTE: The above percentage rates are based upon the employee's base rate.

Section 2.B. Assigned to Patrol

Employees covered by this Agreement that are assigned to Patrol shall receive longevity pay in accordance with the following schedule:

	Minimum Years of King County Law Enforcement Service												
	5	6	7	8	9	10	11	12	13	14	15	20	25
Patrol Longevity %	2	3	4	5	6	8	9	10	11	12	14	15	16

NOTE: The above percentage rates are based upon the employee's base rate.

Section 3. Education Incentive:

Employees covered by this Agreement shall receive education incentive payment in accordance with the following schedule:

	Minimum Years of King County Law Enforcement Service		
	2	3	4
Assoc. Degree			2%
Bach. Degree		3%	4%
Masters Degree	4%	5%	6%

NOTE: The above percentage rates are based upon the employee's base rate.

Section 4. Retirement Calculations:

Retirement calculations are controlled by state law. The contribution and/or benefits shall be controlled by state law.

Longevity/Education incentive shall be paid beginning from the first of the month following the month in which the employee first qualifies for the program. Qualification will be based upon completion of a minimum number of years of experience and education level, plus a review and approval of the employee's degree by the joint committee established in accordance with the 1977 arbitration award.

Section 5. Premiums

Percentage	2008 Hourly Premium Chart								
	Deputy Step 1	Deputy Step 2	Deputy Step 3	Deputy Step 4	Deputy Step 5	Deputy Step 6	Sergeant Step 1	Sergeant Step 2	Sergeant Step 3
1	\$0.2375	\$0.2662	\$0.2898	\$0.3032	\$0.3160	\$0.3325	\$0.3690	\$0.3854	\$0.4018
2	\$0.4750	\$0.5323	\$0.5796	\$0.6064	\$0.6320	\$0.6651	\$0.7380	\$0.7707	\$0.8035
3	\$0.7125	\$0.7985	\$0.8694	\$0.9096	\$0.9480	\$0.9976	\$1.1070	\$1.1561	\$1.2053
4	\$0.9500	\$1.0646	\$1.1592	\$1.2128	\$1.2641	\$1.3302	\$1.4760	\$1.5414	\$1.6070
5	\$1.1875	\$1.3308	\$1.4490	\$1.5160	\$1.5801	\$1.6627	\$1.8450	\$1.9268	\$2.0088
6	\$1.4250	\$1.5969	\$1.7388	\$1.8192	\$1.8961	\$1.9952	\$2.2140	\$2.3121	\$2.4105
7	\$1.6625	\$1.8631	\$2.0286	\$2.1224	\$2.2121	\$2.3278	\$2.5830	\$2.6975	\$2.8123
8	\$1.8999	\$2.1292	\$2.3184	\$2.4256	\$2.5281	\$2.6603	\$2.9521	\$3.0828	\$3.2140
9	\$2.1374	\$2.3954	\$2.6082	\$2.7288	\$2.8441	\$2.9929	\$3.3211	\$3.4682	\$3.6158
10	\$2.3749	\$2.6615	\$2.8980	\$3.0320	\$3.1602	\$3.3254	\$3.6901	\$3.8535	\$4.0175
11	\$2.6124	\$2.9277	\$3.1878	\$3.3352	\$3.4762	\$3.6579	\$4.0591	\$4.2389	\$4.4193
12	\$2.8499	\$3.1938	\$3.4776	\$3.6384	\$3.7922	\$3.9905	\$4.4281	\$4.6242	\$4.8210
13	\$3.0874	\$3.4600	\$3.7674	\$3.9415	\$4.1082	\$4.3230	\$4.7971	\$5.0096	\$5.2228
14	\$3.3249	\$3.7261	\$4.0572	\$4.2447	\$4.4242	\$4.6556	\$5.1661	\$5.3949	\$5.6246
15	\$3.5624	\$3.9923	\$4.3470	\$4.5479	\$4.7402	\$4.9881	\$5.5351	\$5.7803	\$6.0263
16	\$3.7999	\$4.2584	\$4.6368	\$4.8511	\$5.0563	\$5.3206	\$5.9041	\$6.1656	\$6.4281

Percentage	2008 Semi-Monthly Premium Chart								
	Deputy Step 1	Deputy Step 2	Deputy Step 3	Deputy Step 4	Deputy Step 5	Deputy Step 6	Sergeant Step 1	Sergeant Step 2	Sergeant Step 3
1	\$20.74	\$23.25	\$25.31	\$26.48	\$27.60	\$29.04	\$32.23	\$33.66	\$35.09
2	\$41.48	\$46.49	\$50.62	\$52.96	\$55.19	\$58.09	\$64.45	\$67.31	\$70.17
3	\$62.22	\$69.74	\$75.93	\$79.44	\$82.79	\$87.12	\$96.68	\$100.97	\$105.26
4	\$82.97	\$92.98	\$101.24	\$105.92	\$110.40	\$116.17	\$128.90	\$134.62	\$140.34
5	\$103.71	\$116.22	\$126.55	\$132.40	\$138.00	\$145.21	\$161.13	\$168.27	\$175.44
6	\$124.45	\$139.46	\$151.86	\$158.88	\$165.59	\$174.25	\$193.36	\$201.92	\$210.52
7	\$145.19	\$162.71	\$177.16	\$185.36	\$193.19	\$203.29	\$225.58	\$235.58	\$245.61
8	\$165.92	\$185.95	\$202.47	\$211.84	\$220.79	\$232.33	\$257.82	\$269.23	\$280.69
9	\$186.67	\$209.20	\$227.78	\$238.32	\$248.38	\$261.38	\$290.04	\$302.89	\$315.78
10	\$207.41	\$232.44	\$253.09	\$264.79	\$275.99	\$290.42	\$322.27	\$336.54	\$350.86
11	\$228.15	\$255.69	\$278.40	\$291.27	\$303.59	\$319.46	\$354.49	\$370.20	\$385.95
12	\$248.89	\$278.93	\$303.71	\$317.75	\$331.19	\$348.50	\$386.72	\$403.85	\$421.03
13	\$269.63	\$302.17	\$329.02	\$344.22	\$358.78	\$377.54	\$418.95	\$437.50	\$456.12
14	\$290.37	\$325.41	\$354.33	\$370.70	\$386.38	\$406.59	\$451.17	\$471.15	\$491.21
15	\$311.12	\$348.66	\$379.64	\$397.18	\$413.98	\$435.63	\$483.40	\$504.81	\$526.30
16	\$331.86	\$371.90	\$404.95	\$423.66	\$441.58	\$464.67	\$515.62	\$538.46	\$561.39

Percentage	2008 Monthly Premium Chart								
	Deputy Step 1	Deputy Step 2	Deputy Step 3	Deputy Step 4	Deputy Step 5	Deputy Step 6	Sergeant Step 1	Sergeant Step 2	Sergeant Step 3
1	\$41.48	\$46.50	\$50.62	\$52.96	\$55.20	\$58.08	\$64.46	\$67.32	\$70.18
2	\$82.96	\$92.98	\$101.24	\$105.92	\$110.38	\$116.18	\$128.90	\$134.62	\$140.34
3	\$124.44	\$139.48	\$151.86	\$158.88	\$165.58	\$174.24	\$193.36	\$201.94	\$210.52
4	\$165.94	\$185.96	\$202.48	\$211.84	\$220.80	\$232.34	\$257.80	\$269.24	\$280.68
5	\$207.42	\$232.44	\$253.10	\$264.80	\$276.00	\$290.42	\$322.26	\$336.54	\$350.88
6	\$248.90	\$278.92	\$303.72	\$317.76	\$331.18	\$348.50	\$386.72	\$403.84	\$421.04
7	\$290.38	\$325.42	\$354.32	\$370.72	\$386.38	\$406.58	\$451.16	\$471.16	\$491.22
8	\$331.84	\$371.90	\$404.94	\$423.68	\$441.58	\$464.66	\$515.64	\$538.46	\$561.38
9	\$373.34	\$418.40	\$455.56	\$476.64	\$496.76	\$522.76	\$580.08	\$605.78	\$631.56
10	\$414.82	\$464.88	\$506.18	\$529.58	\$551.98	\$580.84	\$644.54	\$673.08	\$701.72
11	\$456.30	\$511.38	\$556.80	\$582.54	\$607.18	\$638.92	\$708.98	\$740.40	\$771.90
12	\$497.78	\$557.86	\$607.42	\$635.50	\$662.38	\$697.00	\$773.44	\$807.70	\$842.06
13	\$539.26	\$604.34	\$658.04	\$688.44	\$717.56	\$755.08	\$837.90	\$875.00	\$912.24
14	\$580.74	\$650.82	\$708.66	\$741.40	\$772.76	\$813.18	\$902.34	\$942.30	\$982.42
15	\$622.24	\$697.32	\$759.28	\$794.36	\$827.96	\$871.26	\$966.80	\$1,009.62	\$1,052.60
16	\$663.72	\$743.80	\$809.90	\$847.32	\$883.16	\$929.34	\$1,031.24	\$1,076.92	\$1,122.78

2009 ADDENDUM "A"

Section 1. Wage Rates:

Effective January 1, 2009, Wage rates shall be in accordance with the following schedules.

Salary Schedule for Deputies 5.0% Increase over 2008 rates				
	Annual	Monthly	Semi-Monthly	Hourly
Step 1 – Start	\$52,068.00	\$4,339.00	\$2,169.50	\$24.9368
Step 2 – 12 months	\$58,351.44	\$4,862.62	\$2,431.31	\$27.9461
Step 3 – 24 months	\$63,536.16	\$5,294.68	\$2,647.34	\$30.4292
Step 4 – 36 months	\$66,472.80	\$5,539.40	\$2,769.70	\$31.8356
Step 5 – 48 months	\$69,283.44	\$5,773.62	\$2,886.81	\$33.1817
Step 6 – 60 months	\$72,906.00	\$6,075.50	\$3,037.75	\$34.9167

Salary Schedule for Sergeants 5.0% Increase over 2008 rates				
	Annual	Monthly	Semi-Monthly	Hourly
Start	\$80,901.12	\$6,741.76	\$3,370.88	\$38.7457
6 months	\$84,484.32	\$7,040.36	\$3,520.18	\$40.4618
18 months	\$88,080.72	\$7,340.06	\$3,670.03	\$42.1842

a) All step increases are based upon satisfactory performance during previous service.

b) Satisfactory performance shall mean an overall rating of "Meets Standards" or above on the employee Work Performance Review Report.

c) If the performance of the employee is rated "Unsatisfactory" or "Improvement Needed" on any factor or overall rating, specific facts on which the rating is based must be provided; such facts

shall include time, place, and frequency of unacceptable performance.

d) The employee, if denied a step increase, shall be placed on either monthly or quarterly evaluations and at such time that the employee's performance becomes "Satisfactory" as defined supra, the employee shall receive the previously denied step increase the first of the month following attaining a "Satisfactory" evaluation. The date on which an employee would be entitled to future step increase will not be affected by the above action.

Section 2. Longevity Pay:

Section 2.A. Not Assigned to Patrol

Employees covered by this Agreement that are not assigned to Patrol shall receive longevity pay in accordance with the following schedule:

	Minimum Years of King County Law Enforcement Service									
	5	6	7	8	9	10	11	12	13	14
Longevity %	1	2	3	4	5	6	7	8	9	10

NOTE: The above percentage rates are based upon the employee's base rate.

Section 2.B. Assigned to Patrol

Employees covered by this Agreement that are assigned to Patrol shall receive longevity pay in accordance with the following schedule:

	Minimum Years of King County Law Enforcement Service												
	5	6	7	8	9	10	11	12	13	14	15	20	25
Patrol Longevity %	2	3	4	5	6	8	9	10	11	12	14	15	16

NOTE: The above percentage rates are based upon the employee's base rate.

Section 3. Education Incentive:

Employees covered by this Agreement shall receive education incentive payment in accordance with the following schedule:

	Minimum Years of King County Law Enforcement Service		
	2	3	4
Assoc. Degree			2%
Bach. Degree		3%	4%
Masters Degree	4%	5%	6%

NOTE: The above percentage rates are based upon the employee's base rate.

Section 4. Retirement Calculations:

Retirement calculations are controlled by state law. The contribution and/or benefits shall be controlled by state law.

Longevity/Education incentive shall be paid beginning from the first of the month following the month in which the employee first qualifies for the program. Qualification will be based upon completion of a minimum number of years of experience and education level, plus a review and approval of the employee's degree by the joint committee established in accordance with the 1977 arbitration award.

Section 5. Premiums

Percentage	2009 Hourly Premium Chart								
	Deputy Step 1	Deputy Step 2	Deputy Step 3	Deputy Step 4	Deputy Step 5	Deputy Step 6	Sergeant Step 1	Sergeant Step 2	Sergeant Step 3
1	\$0.2494	\$0.2795	\$0.3043	\$0.3184	\$0.3318	\$0.3492	\$0.3875	\$0.4046	\$0.4218
2	\$0.4987	\$0.5589	\$0.6086	\$0.6367	\$0.6636	\$0.6983	\$0.7749	\$0.8092	\$0.8437
3	\$0.7481	\$0.8384	\$0.9129	\$0.9551	\$0.9955	\$1.0475	\$1.1624	\$1.2139	\$1.2655
4	\$0.9975	\$1.1178	\$1.2172	\$1.2734	\$1.3273	\$1.3967	\$1.5498	\$1.6185	\$1.6874
5	\$1.2468	\$1.3973	\$1.5215	\$1.5918	\$1.6591	\$1.7458	\$1.9373	\$2.0231	\$2.1092
6	\$1.4962	\$1.6768	\$1.8258	\$1.9101	\$1.9909	\$2.0950	\$2.3247	\$2.4277	\$2.5311
7	\$1.7456	\$1.9562	\$2.1300	\$2.2285	\$2.3227	\$2.4442	\$2.7122	\$2.8323	\$2.9529
8	\$1.9949	\$2.2357	\$2.4343	\$2.5468	\$2.6545	\$2.7933	\$3.0997	\$3.2369	\$3.3747
9	\$2.2443	\$2.5151	\$2.7386	\$2.8652	\$2.9864	\$3.1425	\$3.4871	\$3.6416	\$3.7966
10	\$2.4937	\$2.7946	\$3.0429	\$3.1836	\$3.3182	\$3.4917	\$3.8746	\$4.0462	\$4.2184
11	\$2.7430	\$3.0741	\$3.3472	\$3.5019	\$3.6500	\$3.8408	\$4.2620	\$4.4508	\$4.6403
12	\$2.9924	\$3.3535	\$3.6515	\$3.8203	\$3.9818	\$4.1900	\$4.6495	\$4.8554	\$5.0621
13	\$3.2418	\$3.6330	\$3.9558	\$4.1386	\$4.3136	\$4.5392	\$5.0369	\$5.2600	\$5.4839
14	\$3.4912	\$3.9125	\$4.2601	\$4.4570	\$4.6454	\$4.8883	\$5.4244	\$5.6647	\$5.9058
15	\$3.7405	\$4.1919	\$4.5644	\$4.7753	\$4.9773	\$5.2375	\$5.8119	\$6.0693	\$6.3276
16	\$3.9899	\$4.4714	\$4.8687	\$5.0937	\$5.3091	\$5.5867	\$6.1993	\$6.4739	\$6.7495

Percentage	2009 Semi-Monthly Premium Chart								
	Deputy Step 1	Deputy Step 2	Deputy Step 3	Deputy Step 4	Deputy Step 5	Deputy Step 6	Sergeant Step 1	Sergeant Step 2	Sergeant Step 3
1	\$21.70	\$24.32	\$26.47	\$27.70	\$28.87	\$30.38	\$33.71	\$35.20	\$36.70
2	\$43.39	\$48.62	\$52.95	\$55.39	\$57.73	\$60.75	\$67.42	\$70.40	\$73.40
3	\$65.08	\$72.94	\$79.42	\$83.09	\$86.61	\$91.13	\$101.13	\$105.61	\$110.10
4	\$86.78	\$97.25	\$105.90	\$110.79	\$115.48	\$121.51	\$134.83	\$140.81	\$146.80
5	\$108.47	\$121.57	\$132.37	\$138.49	\$144.34	\$151.88	\$168.55	\$176.01	\$183.50
6	\$130.17	\$145.88	\$158.84	\$166.18	\$173.21	\$182.27	\$202.25	\$211.21	\$220.21
7	\$151.87	\$170.19	\$185.31	\$193.88	\$202.07	\$212.65	\$235.96	\$246.41	\$256.90
8	\$173.56	\$194.51	\$211.78	\$221.57	\$230.94	\$243.02	\$269.67	\$281.61	\$293.60
9	\$195.25	\$218.81	\$238.26	\$249.27	\$259.82	\$273.40	\$303.38	\$316.82	\$330.30
10	\$216.95	\$243.13	\$264.73	\$276.97	\$288.68	\$303.78	\$337.09	\$352.02	\$367.00
11	\$238.64	\$267.45	\$291.21	\$304.67	\$317.55	\$334.15	\$370.79	\$387.22	\$403.71
12	\$260.34	\$291.75	\$317.68	\$332.37	\$346.42	\$364.53	\$404.51	\$422.42	\$440.40
13	\$282.04	\$316.07	\$344.15	\$360.06	\$375.28	\$394.91	\$438.21	\$457.62	\$477.10
14	\$303.73	\$340.39	\$370.63	\$387.76	\$404.15	\$425.28	\$471.92	\$492.83	\$513.80
15	\$325.42	\$364.70	\$397.10	\$415.45	\$433.03	\$455.66	\$505.64	\$528.03	\$550.50
16	\$347.12	\$389.01	\$423.58	\$443.15	\$461.89	\$486.04	\$539.34	\$563.23	\$587.21

Percentage	2009 Monthly Premium Chart								
	Deputy Step 1	Deputy Step 2	Deputy Step 3	Deputy Step 4	Deputy Step 5	Deputy Step 6	Sergeant Step 1	Sergeant Step 2	Sergeant Step 3
1	\$43.40	\$48.64	\$52.94	\$55.40	\$57.74	\$60.76	\$67.42	\$70.40	\$73.40
2	\$86.78	\$97.24	\$105.90	\$110.78	\$115.46	\$121.50	\$134.84	\$140.80	\$146.80
3	\$130.16	\$145.88	\$158.84	\$166.18	\$173.22	\$182.26	\$202.26	\$211.22	\$220.20
4	\$173.56	\$194.50	\$211.80	\$221.58	\$230.96	\$243.02	\$269.66	\$281.62	\$293.60
5	\$216.94	\$243.14	\$264.74	\$276.98	\$288.68	\$303.76	\$337.10	\$352.02	\$367.00
6	\$260.34	\$291.76	\$317.68	\$332.36	\$346.42	\$364.54	\$404.50	\$422.42	\$440.42
7	\$303.74	\$340.38	\$370.62	\$387.76	\$404.14	\$425.30	\$471.92	\$492.82	\$513.80
8	\$347.12	\$389.02	\$423.56	\$443.14	\$461.88	\$486.04	\$539.34	\$563.22	\$587.20
9	\$390.50	\$437.62	\$476.52	\$498.54	\$519.64	\$546.80	\$606.76	\$633.64	\$660.60
10	\$433.90	\$486.26	\$529.46	\$553.94	\$577.36	\$607.56	\$674.18	\$704.04	\$734.00
11	\$477.28	\$534.90	\$582.42	\$609.34	\$635.10	\$668.30	\$741.58	\$774.44	\$807.42
12	\$520.68	\$583.50	\$635.36	\$664.74	\$692.84	\$729.06	\$809.02	\$844.84	\$880.80
13	\$564.08	\$632.14	\$688.30	\$720.12	\$750.56	\$789.82	\$876.42	\$915.24	\$954.20
14	\$607.46	\$680.78	\$741.26	\$775.52	\$808.30	\$850.56	\$943.84	\$985.66	\$1,027.60
15	\$650.84	\$729.40	\$794.20	\$830.90	\$866.06	\$911.32	\$1,011.28	\$1,056.06	\$1,101.00
16	\$694.24	\$778.02	\$847.16	\$886.30	\$923.78	\$972.08	\$1,078.68	\$1,126.46	\$1,174.42

2010 ADDENDUM "A"

Section 1. Wage Rates:

Effective January 1, 2010, Wage rates shall be in accordance with the following schedules.

Salary Schedule for Deputies 5.0% Increase over 2009 rates				
	Annual	Monthly	Semi-Monthly	Hourly
Step 1 – Start	\$54,671.28	\$4,555.94	\$2,277.97	\$26.1836
Step 2 – 12 months	\$61,269.12	\$5,105.76	\$2,552.88	\$29.3434
Step 3 – 24 months	\$66,713.04	\$5,559.42	\$2,779.71	\$31.9507
Step 4 – 36 months	\$69,796.32	\$5,816.36	\$2,908.18	\$33.4274
Step 5 – 48 months	\$72,747.60	\$6,062.30	\$3,031.15	\$34.8408
Step 6 – 60 months	\$76,551.36	\$6,379.28	\$3,189.64	\$36.6625

Salary Schedule for Sergeants 5.0% Increase over 2009 rates				
	Annual	Monthly	Semi-Monthly	Hourly
Start	\$84,946.08	\$7,078.84	\$3,539.42	\$40.6830
6 months	\$88,708.56	\$7,392.38	\$3,696.19	\$42.4849
18 months	\$92,484.72	\$7,707.06	\$3,853.53	\$44.2934

a) All step increases are based upon satisfactory performance during previous service.

b) Satisfactory performance shall mean an overall rating of "Meets Standards" or above on the employee Work Performance Review Report.

c) If the performance of the employee is rated "Unsatisfactory" or "Improvement Needed" on any factor or overall rating, specific facts on which the rating is based must be provided; such facts

shall include time, place, and frequency of unacceptable performance.

d) The employee, if denied a step increase, shall be placed on either monthly or quarterly evaluations and at such time that the employee's performance becomes "Satisfactory" as defined supra, the employee shall receive the previously denied step increase the first of the month following attaining a "Satisfactory" evaluation. The date on which an employee would be entitled to future step increase will not be affected by the above action.

Section 2. Longevity Pay:

Section 2.A. Not Assigned to Patrol

Employees covered by this Agreement that are not assigned to Patrol shall receive longevity pay in accordance with the following schedule:

	Minimum Years of King County Law Enforcement Service									
	5	6	7	8	9	10	11	12	13	14
Longevity %	1	2	3	4	5	6	7	8	9	10

NOTE: The above percentage rates are based upon the employee's base rate.

Section 2.B. Assigned to Patrol

Employees covered by this Agreement that are assigned to Patrol shall receive longevity pay in accordance with the following schedule:

	Minimum Years of King County Law Enforcement Service												
	5	6	7	8	9	10	11	12	13	14	15	20	25
Patrol Longevity %	2	3	4	5	6	8	9	10	11	12	14	15	16

NOTE: The above percentage rates are based upon the employee's base rate.

Section 3. Education Incentive:

Employees covered by this Agreement shall receive education incentive payment in accordance with the following schedule:

	Minimum Years of King County Law Enforcement Service		
	2	3	4
Assoc. Degree			2%
Bach. Degree		3%	4%
Masters Degree	4%	5%	6%

NOTE: The above percentage rates are based upon the employee's base rate.

Section 4. Retirement Calculations:

Retirement calculations are controlled by state law. The contribution and/or benefits shall be controlled by state law.

Longevity/Education incentive shall be paid beginning from the first of the month following the month in which the employee first qualifies for the program. Qualification will be based upon completion of a minimum number of years of experience and education level, plus a review and approval of the employee's degree by the joint committee established in accordance with the 1977 arbitration award.

Section 5. Premiums

Percentage	2010 Hourly Premium Chart								
	Deputy Step 1	Deputy Step 2	Deputy Step 3	Deputy Step 4	Deputy Step 5	Deputy Step 6	Sergeant Step 1	Sergeant Step 2	Sergeant Step 3
1	\$0.2618	\$0.2934	\$0.3195	\$0.3343	\$0.3484	\$0.3666	\$0.4068	\$0.4248	\$0.4429
2	\$0.5237	\$0.5869	\$0.6390	\$0.6685	\$0.6968	\$0.7333	\$0.8137	\$0.8497	\$0.8859
3	\$0.7855	\$0.8803	\$0.9585	\$1.0028	\$1.0452	\$1.0999	\$1.2205	\$1.2745	\$1.3288
4	\$1.0473	\$1.1737	\$1.2780	\$1.3371	\$1.3936	\$1.4665	\$1.6273	\$1.6994	\$1.7717
5	\$1.3092	\$1.4672	\$1.5975	\$1.6714	\$1.7420	\$1.8331	\$2.0342	\$2.1242	\$2.2147
6	\$1.5710	\$1.7606	\$1.9170	\$2.0056	\$2.0904	\$2.1998	\$2.4410	\$2.5491	\$2.6576
7	\$1.8329	\$2.0540	\$2.2365	\$2.3399	\$2.4389	\$2.5664	\$2.8478	\$2.9739	\$3.1005
8	\$2.0947	\$2.3475	\$2.5561	\$2.6742	\$2.7873	\$2.9330	\$3.2546	\$3.3988	\$3.5435
9	\$2.3565	\$2.6409	\$2.8756	\$3.0085	\$3.1357	\$3.2996	\$3.6615	\$3.8236	\$3.9864
10	\$2.6184	\$2.9343	\$3.1951	\$3.3427	\$3.4841	\$3.6663	\$4.0683	\$4.2485	\$4.4293
11	\$2.8802	\$3.2278	\$3.5146	\$3.6770	\$3.8325	\$4.0329	\$4.4751	\$4.6733	\$4.8723
12	\$3.1420	\$3.5212	\$3.8341	\$4.0113	\$4.1809	\$4.3995	\$4.8820	\$5.0982	\$5.3152
13	\$3.4039	\$3.8146	\$4.1536	\$4.3456	\$4.5293	\$4.7661	\$5.2888	\$5.5230	\$5.7581
14	\$3.6657	\$4.1081	\$4.4731	\$4.6798	\$4.8777	\$5.1328	\$5.6956	\$5.9479	\$6.2011
15	\$3.9275	\$4.4015	\$4.7926	\$5.0141	\$5.2261	\$5.4994	\$6.1025	\$6.3727	\$6.6440
16	\$4.1894	\$4.6949	\$5.1121	\$5.3484	\$5.5745	\$5.8660	\$6.5093	\$6.7976	\$7.0869

Percentage	2010 Semi-Monthly Premium Chart								
	Deputy Step 1	Deputy Step 2	Deputy Step 3	Deputy Step 4	Deputy Step 5	Deputy Step 6	Sergeant Step 1	Sergeant Step 2	Sergeant Step 3
1	\$22.78	\$25.53	\$27.80	\$29.08	\$30.31	\$31.89	\$35.39	\$36.96	\$38.53
2	\$45.56	\$51.06	\$55.59	\$58.16	\$60.62	\$63.80	\$70.79	\$73.92	\$77.07
3	\$68.34	\$76.59	\$83.39	\$87.24	\$90.93	\$95.69	\$106.18	\$110.88	\$115.61
4	\$91.12	\$102.11	\$111.19	\$116.33	\$121.24	\$127.59	\$141.58	\$147.85	\$154.14
5	\$113.90	\$127.65	\$138.98	\$145.41	\$151.55	\$159.48	\$176.98	\$184.81	\$192.68
6	\$136.68	\$153.17	\$166.78	\$174.49	\$181.86	\$191.38	\$212.37	\$221.77	\$231.21
7	\$159.46	\$178.70	\$194.58	\$203.57	\$212.18	\$223.28	\$247.76	\$258.73	\$269.74
8	\$182.24	\$204.23	\$222.38	\$232.66	\$242.50	\$255.17	\$283.15	\$295.70	\$308.28
9	\$205.02	\$229.76	\$250.18	\$261.74	\$272.81	\$287.07	\$318.55	\$332.65	\$346.82
10	\$227.80	\$255.28	\$277.97	\$290.81	\$303.12	\$318.97	\$353.94	\$369.62	\$385.35
11	\$250.58	\$280.82	\$305.77	\$319.90	\$333.43	\$350.86	\$389.33	\$406.58	\$423.89
12	\$273.35	\$306.34	\$333.57	\$348.98	\$363.74	\$382.76	\$424.73	\$443.54	\$462.42
13	\$296.14	\$331.87	\$361.36	\$378.07	\$394.05	\$414.65	\$460.13	\$480.50	\$500.95
14	\$318.92	\$357.40	\$389.16	\$407.14	\$424.36	\$446.55	\$495.52	\$517.47	\$539.50
15	\$341.69	\$382.93	\$416.96	\$436.23	\$454.67	\$478.45	\$530.92	\$554.42	\$578.03
16	\$364.48	\$408.46	\$444.75	\$465.31	\$484.98	\$510.34	\$566.31	\$591.39	\$616.56

Percentage	2010 Monthly Premium Chart								
	Deputy Step 1	Deputy Step 2	Deputy Step 3	Deputy Step 4	Deputy Step 5	Deputy Step 6	Sergeant Step 1	Sergeant Step 2	Sergeant Step 3
1	\$45.56	\$51.06	\$55.60	\$58.16	\$60.62	\$63.78	\$70.78	\$73.92	\$77.06
2	\$91.12	\$102.12	\$111.18	\$116.32	\$121.24	\$127.60	\$141.58	\$147.84	\$154.14
3	\$136.68	\$153.18	\$166.78	\$174.48	\$181.86	\$191.38	\$212.36	\$221.76	\$231.22
4	\$182.24	\$204.22	\$222.38	\$232.66	\$242.48	\$255.18	\$283.16	\$295.70	\$308.28
5	\$227.80	\$255.30	\$277.96	\$290.82	\$303.10	\$318.96	\$353.96	\$369.62	\$385.36
6	\$273.36	\$306.34	\$333.56	\$348.98	\$363.72	\$382.76	\$424.74	\$443.54	\$462.42
7	\$318.92	\$357.40	\$389.16	\$407.14	\$424.36	\$446.56	\$495.52	\$517.46	\$539.48
8	\$364.48	\$408.46	\$444.76	\$465.32	\$485.00	\$510.34	\$566.30	\$591.40	\$616.56
9	\$410.04	\$459.52	\$500.36	\$523.48	\$545.62	\$574.14	\$637.10	\$665.30	\$693.64
10	\$455.60	\$510.56	\$555.94	\$581.62	\$606.24	\$637.94	\$707.88	\$739.24	\$770.70
11	\$501.16	\$561.64	\$611.54	\$639.80	\$666.86	\$701.72	\$778.66	\$813.16	\$847.78
12	\$546.70	\$612.68	\$667.14	\$697.96	\$727.48	\$765.52	\$849.46	\$887.08	\$924.84
13	\$592.28	\$663.74	\$722.72	\$756.14	\$788.10	\$829.30	\$920.26	\$961.00	\$1,001.90
14	\$637.84	\$714.80	\$778.32	\$814.28	\$848.72	\$893.10	\$991.04	\$1,034.94	\$1,079.00
15	\$683.38	\$765.86	\$833.92	\$872.46	\$909.34	\$956.90	\$1,061.84	\$1,108.84	\$1,156.06
16	\$728.96	\$816.92	\$889.50	\$930.62	\$969.96	\$1,020.68	\$1,132.62	\$1,182.78	\$1,233.12

2011 ADDENDUM "A"

Section 1. Wage Rates:

Effective January 1, 2011, Wage rates shall be in accordance with the following schedules.

Salary Schedule for Deputies 5.0% Increase over 2010 rates				
	Annual	Monthly	Semi-Monthly	Hourly
Step 1 – Start	\$57,185.04	\$4,765.42	\$2,382.71	\$27.4928
Step 2 – 12 months	\$64,086.00	\$5,340.50	\$2,670.25	\$30.8106
Step 3 – 24 months	\$69,780.24	\$5,815.02	\$2,907.51	\$33.5482
Step 4 – 36 months	\$73,005.60	\$6,083.80	\$3,041.90	\$35.0988
Step 5 – 48 months	\$76,092.24	\$6,341.02	\$3,170.51	\$36.5828
Step 6 – 60 months	\$80,070.96	\$6,672.58	\$3,336.29	\$38.4956

Salary Schedule for Sergeants 5.0% Increase over 2010 rates				
	Annual	Monthly	Semi-Monthly	Hourly
Start	\$88,851.84	\$7,404.32	\$3,702.16	\$42.7172
6 months	\$92,786.88	\$7,732.24	\$3,866.12	\$44.6091
18 months	\$96,736.80	\$8,061.40	\$4,030.70	\$46.5081

a) All step increases are based upon satisfactory performance during previous service.

b) Satisfactory performance shall mean an overall rating of "Meets Standards" or above on the employee Work Performance Review Report.

c) If the performance of the employee is rated "Unsatisfactory" or "Improvement Needed" on any factor or overall rating, specific facts on which the rating is based must be provided; such facts

shall include time, place, and frequency of unacceptable performance.

d) The employee, if denied a step increase, shall be placed on either monthly or quarterly evaluations and at such time that the employee's performance becomes "Satisfactory" as defined supra, the employee shall receive the previously denied step increase the first of the month following attaining a "Satisfactory" evaluation. The date on which an employee would be entitled to future step increase will not be affected by the above action.

Section 2. Longevity Pay:

Section 2.A. Not Assigned to Patrol

Employees covered by this Agreement that are not assigned to Patrol shall receive longevity pay in accordance with the following schedule:

	Minimum Years of King County Law Enforcement Service									
	5	6	7	8	9	10	11	12	13	14
Longevity %	1	2	3	4	5	6	7	8	9	10

NOTE: The above percentage rates are based upon the employee's base rate.

Section 2.B. Assigned to Patrol

Employees covered by this Agreement that are assigned to Patrol shall receive longevity pay in accordance with the following schedule:

	Minimum Years of King County Law Enforcement Service												
	5	6	7	8	9	10	11	12	13	14	15	20	25
Patrol Longevity %	2	3	4	5	6	8	9	10	11	12	14	15	16

NOTE: The above percentage rates are based upon the employee's base rate.

Section 3. Education Incentive:

Employees covered by this Agreement shall receive education incentive payment in accordance with the following schedule:

	Minimum Years of King County Law Enforcement Service		
	2	3	4
Assoc. Degree			2%
Bach. Degree		3%	4%
Masters Degree	4%	5%	6%

NOTE: The above percentage rates are based upon the employee's base rate.

Section 4. Retirement Calculations:

Retirement calculations are controlled by state law. The contribution and/or benefits shall be controlled by state law.

Longevity/Education incentive shall be paid beginning from the first of the month following the month in which the employee first qualifies for the program. Qualification will be based upon completion of a minimum number of years of experience and education level, plus a review and approval of the employee's degree by the joint committee established in accordance with the 1977 arbitration award.

Section 5. Premiums

Percentage	2011 Hourly Premium Chart								
	Deputy Step 1	Deputy Step 2	Deputy Step 3	Deputy Step 4	Deputy Step 5	Deputy Step 6	Sergeant Step 1	Sergeant Step 2	Sergeant Step 3
1	\$0.2749	\$0.3081	\$0.3355	\$0.3510	\$0.3658	\$0.3850	\$0.4272	\$0.4461	\$0.4651
2	\$0.5499	\$0.6162	\$0.6710	\$0.7020	\$0.7317	\$0.7699	\$0.8543	\$0.8922	\$0.9302
3	\$0.8248	\$0.9243	\$1.0064	\$1.0530	\$1.0975	\$1.1549	\$1.2815	\$1.3383	\$1.3952
4	\$1.0997	\$1.2324	\$1.3419	\$1.4040	\$1.4633	\$1.5398	\$1.7087	\$1.7844	\$1.8603
5	\$1.3746	\$1.5405	\$1.6774	\$1.7549	\$1.8291	\$1.9248	\$2.1359	\$2.2305	\$2.3254
6	\$1.6496	\$1.8486	\$2.0129	\$2.1059	\$2.1950	\$2.3097	\$2.5630	\$2.6765	\$2.7905
7	\$1.9245	\$2.1567	\$2.3484	\$2.4569	\$2.5608	\$2.6947	\$2.9902	\$3.1226	\$3.2556
8	\$2.1994	\$2.4648	\$2.6839	\$2.8079	\$2.9266	\$3.0796	\$3.4174	\$3.5687	\$3.7206
9	\$2.4744	\$2.7730	\$3.0193	\$3.1589	\$3.2925	\$3.4646	\$3.8445	\$4.0148	\$4.1857
10	\$2.7493	\$3.0811	\$3.3548	\$3.5099	\$3.6583	\$3.8496	\$4.2717	\$4.4609	\$4.6508
11	\$3.0242	\$3.3892	\$3.6903	\$3.8609	\$4.0241	\$4.2345	\$4.6989	\$4.9070	\$5.1159
12	\$3.2991	\$3.6973	\$4.0258	\$4.2119	\$4.3899	\$4.6195	\$5.1261	\$5.3531	\$5.5810
13	\$3.5741	\$4.0054	\$4.3613	\$4.5628	\$4.7558	\$5.0044	\$5.5532	\$5.7992	\$6.0461
14	\$3.8490	\$4.3135	\$4.6967	\$4.9138	\$5.1216	\$5.3894	\$5.9804	\$6.2453	\$6.5111
15	\$4.1239	\$4.6216	\$5.0322	\$5.2648	\$5.4874	\$5.7743	\$6.4076	\$6.6914	\$6.9762
16	\$4.3988	\$4.9297	\$5.3677	\$5.6158	\$5.8532	\$6.1593	\$6.8348	\$7.1375	\$7.4413

Percentage	2011 Semi-Monthly Premium Chart								
	Deputy Step 1	Deputy Step 2	Deputy Step 3	Deputy Step 4	Deputy Step 5	Deputy Step 6	Sergeant Step 1	Sergeant Step 2	Sergeant Step 3
1	\$23.82	\$26.70	\$29.08	\$30.42	\$31.70	\$33.37	\$37.02	\$38.66	\$40.31
2	\$47.66	\$53.40	\$58.15	\$60.84	\$63.41	\$66.72	\$74.04	\$77.32	\$80.62
3	\$71.48	\$80.11	\$87.22	\$91.26	\$95.12	\$100.09	\$111.06	\$115.99	\$120.92
4	\$95.31	\$106.81	\$116.30	\$121.68	\$126.82	\$133.45	\$148.09	\$154.65	\$161.23
5	\$119.13	\$133.51	\$145.37	\$152.09	\$158.52	\$166.82	\$185.11	\$193.31	\$201.53
6	\$142.97	\$160.21	\$174.45	\$182.51	\$190.23	\$200.17	\$222.13	\$231.96	\$241.84
7	\$166.79	\$186.91	\$203.53	\$212.93	\$221.94	\$233.54	\$259.15	\$270.63	\$282.15
8	\$190.61	\$213.62	\$232.60	\$243.35	\$253.64	\$266.90	\$296.17	\$309.29	\$322.45
9	\$214.45	\$240.33	\$261.67	\$273.77	\$285.35	\$300.27	\$333.19	\$347.95	\$362.76
10	\$238.27	\$267.03	\$290.75	\$304.19	\$317.05	\$333.63	\$370.21	\$386.61	\$403.07
11	\$262.10	\$293.73	\$319.83	\$334.61	\$348.76	\$366.99	\$407.24	\$425.27	\$443.38
12	\$285.92	\$320.43	\$348.90	\$365.03	\$380.46	\$400.36	\$444.26	\$463.94	\$483.69
13	\$309.76	\$347.13	\$377.98	\$395.44	\$412.17	\$433.71	\$481.28	\$502.60	\$524.00
14	\$333.58	\$373.84	\$407.05	\$425.86	\$443.87	\$467.08	\$518.30	\$541.26	\$564.30
15	\$357.40	\$400.54	\$436.12	\$456.28	\$475.57	\$500.44	\$555.33	\$579.92	\$604.60
16	\$381.23	\$427.24	\$465.20	\$486.70	\$507.28	\$533.81	\$592.35	\$618.58	\$644.91

Percentage	2011 Monthly Premium Chart								
	Deputy Step 1	Deputy Step 2	Deputy Step 3	Deputy Step 4	Deputy Step 5	Deputy Step 6	Sergeant Step 1	Sergeant Step 2	Sergeant Step 3
1	\$47.64	\$53.40	\$58.16	\$60.84	\$63.40	\$66.74	\$74.04	\$77.32	\$80.62
2	\$95.32	\$106.80	\$116.30	\$121.68	\$126.82	\$133.44	\$148.08	\$154.64	\$161.24
3	\$142.96	\$160.22	\$174.44	\$182.52	\$190.24	\$200.18	\$222.12	\$231.98	\$241.84
4	\$190.62	\$213.62	\$232.60	\$243.36	\$253.64	\$266.90	\$296.18	\$309.30	\$322.46
5	\$238.26	\$267.02	\$290.74	\$304.18	\$317.04	\$333.64	\$370.22	\$386.62	\$403.06
6	\$285.94	\$320.42	\$348.90	\$365.02	\$380.46	\$400.34	\$444.26	\$463.92	\$483.68
7	\$333.58	\$373.82	\$407.06	\$425.86	\$443.88	\$467.08	\$518.30	\$541.26	\$564.30
8	\$381.22	\$427.24	\$465.20	\$486.70	\$507.28	\$533.80	\$592.34	\$618.58	\$644.90
9	\$428.90	\$480.66	\$523.34	\$547.54	\$570.70	\$600.54	\$666.38	\$695.90	\$725.52
10	\$476.54	\$534.06	\$581.50	\$608.38	\$634.10	\$667.26	\$740.42	\$773.22	\$806.14
11	\$524.20	\$587.46	\$639.66	\$669.22	\$697.52	\$733.98	\$814.48	\$850.54	\$886.76
12	\$571.84	\$640.86	\$697.80	\$730.06	\$760.92	\$800.72	\$888.52	\$927.88	\$967.38
13	\$619.52	\$694.26	\$755.96	\$790.88	\$824.34	\$867.42	\$962.56	\$1,005.20	\$1,048.00
14	\$667.16	\$747.68	\$814.10	\$851.72	\$887.74	\$934.16	\$1,036.60	\$1,082.52	\$1,128.60
15	\$714.80	\$801.08	\$872.24	\$912.56	\$951.14	\$1,000.88	\$1,110.66	\$1,159.84	\$1,209.20
16	\$762.46	\$854.48	\$930.40	\$973.40	\$1,014.56	\$1,067.62	\$1,184.70	\$1,237.16	\$1,289.82

2012 ADDENDUM "A"

Section 1. Wage Rates:

Effective January 1, 2012, Wage rates shall be in accordance with the following schedules.

Salary Schedule for Deputies 5.0% Increase over 2011 rates				
	Annual	Monthly	Semi-Monthly	Hourly
Step 1 – Start	\$60,275.04	\$5,022.92	\$2,511.46	\$28.8674
Step 2 – 12 months	\$67,549.20	\$5,629.10	\$2,814.55	\$32.3511
Step 3 – 24 months	\$73,551.12	\$6,129.26	\$3,064.63	\$35.2256
Step 4 – 36 months	\$76,950.48	\$6,412.54	\$3,206.27	\$36.8537
Step 5 – 48 months	\$80,204.16	\$6,683.68	\$3,341.84	\$38.4119
Step 6 – 60 months	\$84,397.68	\$7,033.14	\$3,516.57	\$40.4204

Salary Schedule for Sergeants 5.0% Increase over 2011 rates				
	Annual	Monthly	Semi-Monthly	Hourly
Start	\$93,653.28	\$7,804.44	\$3,902.22	\$44.8531
6 months	\$97,801.20	\$8,150.10	\$4,075.05	\$46.8396
18 months	\$101,964.24	\$8,497.02	\$4,248.51	\$48.8335

a) All step increases are based upon satisfactory performance during previous service.

b) Satisfactory performance shall mean an overall rating of "Meets Standards" or above on the employee Work Performance Review Report.

c) If the performance of the employee is rated "Unsatisfactory" or "Improvement Needed" on any factor or overall rating, specific facts on which the rating is based must be provided; such facts

shall include time, place, and frequency of unacceptable performance.

d) The employee, if denied a step increase, shall be placed on either monthly or quarterly evaluations and at such time that the employee's performance becomes "Satisfactory" as defined supra, the employee shall receive the previously denied step increase the first of the month following attaining a "Satisfactory" evaluation. The date on which an employee would be entitled to future step increase will not be affected by the above action.

Section 2. Longevity Pay:

Section 2.A. Not Assigned to Patrol

Employees covered by this Agreement that are not assigned to Patrol shall receive longevity pay in accordance with the following schedule:

	Minimum Years of King County Law Enforcement Service									
	5	6	7	8	9	10	11	12	13	14
Longevity %	1	2	3	4	5	6	7	8	9	10

NOTE: The above percentage rates are based upon the employee's base rate.

Section 2.B. Assigned to Patrol

Employees covered by this Agreement that are assigned to Patrol shall receive longevity pay in accordance with the following schedule:

	Minimum Years of King County Law Enforcement Service												
	5	6	7	8	9	10	11	12	13	14	15	20	25
Patrol Longevity %	2	3	4	5	6	8	9	10	11	12	14	15	16

NOTE: The above percentage rates are based upon the employee's base rate.

Section 3. Education Incentive:

Employees covered by this Agreement shall receive education incentive payment in accordance with the following schedule:

	Minimum Years of King County Law Enforcement Service		
	2	3	4
Assoc. Degree			2%
Bach. Degree		3%	4%
Masters Degree	4%	5%	6%

NOTE: The above percentage rates are based upon the employee's base rate.

Section 4. Retirement Calculations:

Retirement calculations are controlled by state law. The contribution and/or benefits shall be controlled by state law.

Longevity/Education incentive shall be paid beginning from the first of the month following the month in which the employee first qualifies for the program. Qualification will be based upon completion of a minimum number of years of experience and education level, plus a review and approval of the employee's degree by the joint committee established in accordance with the 1977 arbitration award.

Section 5. Premiums

Percentage	2012 Hourly Premium Chart								
	Deputy Step 1	Deputy Step 2	Deputy Step 3	Deputy Step 4	Deputy Step 5	Deputy Step 6	Sergeant Step 1	Sergeant Step 2	Sergeant Step 3
1	\$0.2887	\$0.3235	\$0.3523	\$0.3685	\$0.3841	\$0.4042	\$0.4485	\$0.4684	\$0.4883
2	\$0.5773	\$0.6470	\$0.7045	\$0.7371	\$0.7682	\$0.8084	\$0.8971	\$0.9368	\$0.9767
3	\$0.8660	\$0.9705	\$1.0568	\$1.1056	\$1.1524	\$1.2126	\$1.3456	\$1.4052	\$1.4650
4	\$1.1547	\$1.2940	\$1.4090	\$1.4741	\$1.5365	\$1.6168	\$1.7941	\$1.8736	\$1.9533
5	\$1.4434	\$1.6176	\$1.7613	\$1.8427	\$1.9206	\$2.0210	\$2.2427	\$2.3420	\$2.4417
6	\$1.7320	\$1.9411	\$2.1135	\$2.2112	\$2.3047	\$2.4252	\$2.6912	\$2.8104	\$2.9300
7	\$2.0207	\$2.2646	\$2.4658	\$2.5798	\$2.6888	\$2.8294	\$3.1397	\$3.2788	\$3.4183
8	\$2.3094	\$2.5881	\$2.8180	\$2.9483	\$3.0730	\$3.2336	\$3.5882	\$3.7472	\$3.9067
9	\$2.5981	\$2.9116	\$3.1703	\$3.3168	\$3.4571	\$3.6378	\$4.0368	\$4.2156	\$4.3950
10	\$2.8867	\$3.2351	\$3.5226	\$3.6854	\$3.8412	\$4.0420	\$4.4853	\$4.6840	\$4.8834
11	\$3.1754	\$3.5586	\$3.8748	\$4.0539	\$4.2253	\$4.4462	\$4.9338	\$5.1524	\$5.3717
12	\$3.4641	\$3.8821	\$4.2271	\$4.4224	\$4.6094	\$4.8504	\$5.3824	\$5.6208	\$5.8600
13	\$3.7528	\$4.2056	\$4.5793	\$4.7910	\$4.9935	\$5.2547	\$5.8309	\$6.0891	\$6.3484
14	\$4.0414	\$4.5292	\$4.9316	\$5.1595	\$5.3777	\$5.6589	\$6.2794	\$6.5575	\$6.8367
15	\$4.3301	\$4.8527	\$5.2838	\$5.5281	\$5.7618	\$6.0631	\$6.7280	\$7.0259	\$7.3250
16	\$4.6188	\$5.1762	\$5.6361	\$5.8966	\$6.1459	\$6.4673	\$7.1765	\$7.4943	\$7.8134

Percentage	2012 Semi-Monthly Premium Chart								
	Deputy Step 1	Deputy Step 2	Deputy Step 3	Deputy Step 4	Deputy Step 5	Deputy Step 6	Sergeant Step 1	Sergeant Step 2	Sergeant Step 3
1	\$25.12	\$28.14	\$30.65	\$32.06	\$33.42	\$35.17	\$39.02	\$40.75	\$42.48
2	\$50.23	\$56.29	\$61.29	\$64.13	\$66.83	\$70.33	\$78.05	\$81.50	\$84.97
3	\$75.34	\$84.43	\$91.94	\$96.19	\$100.26	\$105.50	\$117.07	\$122.25	\$127.46
4	\$100.46	\$112.58	\$122.58	\$128.25	\$133.68	\$140.66	\$156.09	\$163.00	\$169.94
5	\$125.58	\$140.73	\$153.23	\$160.31	\$167.09	\$175.83	\$195.11	\$203.75	\$212.43
6	\$150.68	\$168.88	\$183.87	\$192.37	\$200.51	\$210.99	\$234.13	\$244.50	\$254.91
7	\$175.80	\$197.02	\$214.52	\$224.44	\$233.93	\$246.16	\$273.15	\$285.26	\$297.39
8	\$200.92	\$225.16	\$245.17	\$256.50	\$267.35	\$281.32	\$312.17	\$326.01	\$339.88
9	\$226.03	\$253.31	\$275.82	\$288.56	\$300.77	\$316.49	\$351.20	\$366.76	\$382.37
10	\$251.14	\$281.45	\$306.47	\$320.63	\$334.18	\$351.65	\$390.22	\$407.51	\$424.86
11	\$276.26	\$309.60	\$337.11	\$352.69	\$367.60	\$386.82	\$429.24	\$448.26	\$467.34
12	\$301.38	\$337.74	\$367.76	\$384.75	\$401.02	\$421.98	\$468.27	\$489.01	\$509.82
13	\$326.49	\$365.89	\$398.40	\$416.82	\$434.43	\$457.16	\$507.29	\$529.75	\$552.31
14	\$351.60	\$394.04	\$429.05	\$448.88	\$467.86	\$492.32	\$546.31	\$570.50	\$594.79
15	\$376.72	\$422.18	\$459.69	\$480.94	\$501.28	\$527.49	\$585.34	\$611.25	\$637.28
16	\$401.84	\$450.33	\$490.34	\$513.00	\$534.69	\$562.66	\$624.36	\$652.00	\$679.77

Percentage	2012 Monthly Premium Chart								
	Deputy Step 1	Deputy Step 2	Deputy Step 3	Deputy Step 4	Deputy Step 5	Deputy Step 6	Sergeant Step 1	Sergeant Step 2	Sergeant Step 3
1	\$50.24	\$56.28	\$61.30	\$64.12	\$66.84	\$70.34	\$78.04	\$81.50	\$84.96
2	\$100.46	\$112.58	\$122.58	\$128.26	\$133.66	\$140.66	\$156.10	\$163.00	\$169.94
3	\$150.68	\$168.86	\$183.88	\$192.38	\$200.52	\$211.00	\$234.14	\$244.50	\$254.92
4	\$200.92	\$225.16	\$245.16	\$256.50	\$267.36	\$281.32	\$312.18	\$326.00	\$339.88
5	\$251.16	\$281.46	\$306.46	\$320.62	\$334.18	\$351.66	\$390.22	\$407.50	\$424.86
6	\$301.36	\$337.76	\$367.74	\$384.74	\$401.02	\$421.98	\$468.26	\$489.00	\$509.82
7	\$351.60	\$394.04	\$429.04	\$448.88	\$467.86	\$492.32	\$546.30	\$570.52	\$594.78
8	\$401.84	\$450.32	\$490.34	\$513.00	\$534.70	\$562.64	\$624.34	\$652.02	\$679.76
9	\$452.06	\$506.62	\$551.64	\$577.12	\$601.54	\$632.98	\$702.40	\$733.52	\$764.74
10	\$502.28	\$562.90	\$612.94	\$641.26	\$668.36	\$703.30	\$780.44	\$815.02	\$849.72
11	\$552.52	\$619.20	\$674.22	\$705.38	\$735.20	\$773.64	\$858.48	\$896.52	\$934.68
12	\$602.76	\$675.48	\$735.52	\$769.50	\$802.04	\$843.96	\$936.54	\$978.02	\$1,019.64
13	\$652.98	\$731.78	\$796.80	\$833.64	\$868.86	\$914.32	\$1,014.58	\$1,059.50	\$1,104.62
14	\$703.20	\$788.08	\$858.10	\$897.76	\$935.72	\$984.64	\$1,092.62	\$1,141.00	\$1,189.58
15	\$753.44	\$844.36	\$919.38	\$961.88	\$1,002.56	\$1,054.98	\$1,170.68	\$1,222.50	\$1,274.56
16	\$803.68	\$900.66	\$980.68	\$1,026.00	\$1,069.38	\$1,125.32	\$1,248.72	\$1,304.00	\$1,359.54